

Indira Gandhi National Open University

School of Social Work

**Challenges of Employed Women's Decision Making in Government Offices: The
case of Nekemte town**

By: Teressa Sirata Gemechu

NO: 109100778

Advisor: Dessalegn Negeri (Ph.D)

**A Thesis Submitted to the Graduate of Faculty of Indira Gandhi Open University in
Partial Fulfillment of the Requirements for the Master's Degree of Social Work**

July, 2015

Declaration

I hereby declare that this thesis is my original work and has not been presented for a degree at any university elsewhere, and the sources used to write the research have been acknowledged in a proper way.

Name: TeressaSirata

Signature_____

Place: Addis Ababa

Date of Submission:_____

Certificate

I hereby certify that Teressa Sirata Gemechu has conducted this thesis under my follow up and assistance.

Name: Dessalegn Negeri (PhD)

Signature: _____

Indira Gandhi National Open University

School of Social Work

This is to certify that the thesis prepared by Teressa Sirata, entitled “Challenges of Employed Women’s Decision Making in Government Offices: The Case of Nekemte town” and submitted in partial fulfillment of the requirements for the Degree of Masters of Social Work complies with the regulations of the university and meets the accepted standards with respect to originality and quality.

Acknowledgments

I would like to extend my appreciation to my thesis advisor, Dr. Dessalegn Negeri Guyo, for his most unreserved help in every step of my move through this research work. My most respected advisor extended his invaluable assistance electronically and when we met in flesh and this thesis would have been impossible without his help. My heartfelt appreciation is also for my most loved wife S/r Tsigie Zeleke Chibssa, who had been encouraging me when I was busy working on this research. My sincere thanks are extended as well to my brother in law Kidanu Zeleke Chibssa, who had provided relevant literature for my work and who gave me advice throughout. I also thank my daughter Meti Teressa and my son Samuel Teressa who took the responsibility of typing the research work. My son Samuel Teressa has especially made greater contribution in browsing relevant information from the internet and processing the data. Daniel Boshera, my son's cousin, has made a lot of contribution by reading the manuscript when it was being typed and he deserves gratitude. Girum Tibebe and Alemu Hafa, who are my colleagues at Nekemte College of Teacher Education, had given me their unreserved help throughout my research work, and I would like to thank them from the bottom of my heart. W/ro Shurge Gudina, the ex-secretary of Language Stream of Nekemte College of Teacher Education, played great role in typing the research and I thank her wholeheartedly. I am also most grateful to all those who generously gave their time and knowledge in helping me while I was undertaking this research

Contents

Acknowledgment	v
Abbreviation and Acronym	xi
Abstract	xii
Chapter One: Introduction.....	1
1.1 Women’s Decision, an Issue of Debate.....	1
1.2. Background of the Study.....	7
1.3. Statement of the Problem	12
1.4. Objective of the Study.....	13
1.4.1. General Objectives	13
1.4.2. Specific Objectives	13
1.5 Significance of the Study.....	14
1.6. Limitation of the Study.....	15
Chapter Two: Review of Related Literature.....	16
2.1 Women’s Decision Making, Brief World Perspectives.....	16
2.2 Definition of Decision Making and Women’s Decision Making.....	21
2.3. The Importance of Equal Decision Making of Women with Men.....	22
2.4 Political Impact of Women’s Decision Making.....	23
2.5 Economic impact of women’s decision making.....	24
2.6 Social Impact of Women’s Decision Making.....	25

2.7 Women in Power and Decision Making.....	26
2.8 Measures Taken to Enhance Women’s Decision Making.....	31
2.9 Women’s Decision Making in Africa.....	32
2.10. Determinants of Women Decision Making in Ethiopia.....	34
2.11 Some Measures Taken by the Ethiopian Government to enhance Women’s Decision Making.....	37
2.12. Women’s Decision Making Right under Ethiopian Law.....	38
2.13. Women’s Decision Making Right under FDRE Constitution.....	39
2.14 Problems Preventing Women from Decision Making.....	4040
2.15. Unobserved Obstacle to Women’s Decision Making.....	44
Chapter Three: Research Design and Methodology.....	46
3.1. Area Sampling.....	46
3.2 Demographic and Socio-economic Characteristics of Nekemte town.....	46
3.3 Population Sampling.....	4747
3.4 Sampling Techniques.....	47
3.5. Research Methods and Tools.....	49
3.6 Data Collection Procedure and Technique.....	50
3.7. Validity and Reliability.....	5050
3.8. Data Analysis Procedures and Techniques.....	50
Chapter four: Findings, Discussions and Analysis.....	52
4.1. Characteristics of the Respondents.....	52

4.2 Focus Group Discussion	78
4.3 In-depth Interview	84
Chapter five: Summary, Conclusion and Recommendations	91
5.1. Summary	91
5.2. Conclusion	92
5.3. Recommendations	93
Bibliography	95

List of Figures

Figure 1: Age Distribution of Sample Population	53
Figure 2: Religion of Sample Population	54
Figure 3: Marital Status of Sample Population	55
Figure 4: Sample Populations by Education	56
Figure 5: Sample Population's Stay in Employment	57
Figure 6: Top Leadership Opportunity of the Sample	1358
Figure 7: Sample Population by Subordinate Leadership	1459
Figure 8: Sample Population Having Their Opinions Accepted as to What to Buy	60
Figure 9: Sample Population Holding Themselves Responsible for Institution's Possessions.....	61
Figure 10: Sample Population Whose Opinions Are Accepted	62
Figure 11: Sample Population Who Are Listened to	2163
Figure 12: Sample Population Who Have not Had Female Leaders	64
Figure 13: Sample Population Who Frequently Go for Field Work	2365
Figure 14: Sample Population Who Have Had Proper Qualification And Have Been Candidate for a Certain Position	66
Figure 15: Sample Population Who Have Had Arguments with Their Bosses	67
Figure 16: Sample Population That Said Who Assumed Top Positions	69
Figure 17: Sample Population Whose Opinions Are Accepted During Meetings	70

Figure 18: Sample population that indicated who were elected as chair persons71

Figure 19: Sample population who said that the maternal leave (3 months) enough72

Figure 20: Sample population who explained the level of their bosses trust in them73

Figure 21: Sample population who said that they are talked to fairly by their bosses74

Figure 22: Sample population who said that they had been harassed sexually75

Figure 23: Sample population who reacted to sexual harassment76

Figure 24: Sample population that explained reasons for their failure
to make decisions77

Figure 25: Sample population showing how women’s decision making can be improved78

Abbreviations and Acronyms

AIDS	Acquired Immune Deficiency Syndrome
BPA	Beijing Platform for Action
CEO	Business Chief Executive Office
CEDAW	Convention on Elimination of All forms of Discrimination against Women
EC	European Commission
FDRE	Federal Democratic Republic of Ethiopia
GAD	Gender and Development
HIV	Human Immune Virus
IDEA	International Institute for Democracy and Electoral Assistance
ICC	International Criminal Court
ITLS	International Tribunal for the Law of the Sea
MDGs	Millennium Development Goals
MOLSA	Ministry of Labor and Social Affairs
NPEW	National Policy on Ethiopian Women
WID	Women in Development
WEDO	Women Environment Development Organization
UN	United Nations
UNIFEM	United Nations Development Fund for Women

Abstract

The purpose of this study was exploring government employed women's decision making problems in the offices in which they were working in Nekemte town. These problems had been a common phenomenon in government institutions in Nekemte town and they demanded conclusive evidence to be known enough so that the concerned individuals take proper corrective measures. The study was then made with the objective of drawing the attention of the government and the policy makers towards the problems so that firm policy documents would be adopted and enacted to that end. The study addressed the current state of government employed women's decision making problems in Nekemte town by using questionnaires, interviews and focal group discussions and came to the real extent of government employed women's decision making problems in the town. The result of the study then indicated that government employed women in Nekemte town almost did not make decisions in their institutions in spite of the policies, binding national and international conventions, resolutions and declarations for the equal participation of women in decision making as one part of women's an inalienable human rights. It was then strongly recommended that the government, the policy makers and all responsible individuals do their best for the improvement of government employed women's decision making in Nekemte town.

Chapter One: Introduction

1.1 Women's Decision, an Issue of Debate

It is an open truth that government employed women in Nekemte town face decision making problems by virtue of their being women. The age old belief of male superiority in and around Nekemte town over women creates several hurdles for women at their place of work in government offices in Nekemte town and these working women face different challenges and obstacles that men do not. Although government employed women in Nekemte town are not less successful than men and are equally resourceful and able, they face gender discrimination on the job.

As gender lines are drawn early and as women's exclusions continue throughout adulthood, they are discriminated against even in government offices after employment. Gender equality is, first and foremost, a human right and women are entitled to live in dignity and in freedom from want and from fear. But gender bias begins in elementary schools for young girls and continues in their employment offices in Nekemte town. Government employed women's decision making in Nekemte town is basically an indispensable tool for advancing development and reducing poverty in the country in general and in Nekemte town in particular. Their decision making in government offices in Nekemte town is not an exception and is vital to sustainable development and the realization of human rights for all. Government employed women in Nekemte town are far less likely than men to be politically active and far more likely to be targets of various attacks. But equality between government employed men and women in government offices in Nekemte town would exist when both sexes are able to share equally in the distribution of power and influence; have equal opportunities for financial independence through work or

Government Employed *Women*

through setting up businesses; enjoy equal access to education and the opportunity to develop personal ambitions.

There are laws that protect women in the work place, but there are still several problems that women in government offices in Nekemte town face. Government employed women in Nekemte town play a vital role in economic development of the country and their contribution is not less than their male counterparts in their offices. But in almost all cases, they are not treated equally in their workplace and are considered as inferior to their male co-workers. They do not get the same benefit as that of male employees and they face security problems. But truly, if government employed women in Nekemte town are able to make decisions, they will be able to contribute to the health and productivity of whole families and communities and to improved prospects for the next generation.

The inbuilt conviction that women are capable of less work than men or less efficient than men is ingrained in the minds of society in and around Nekemte town; this feeling is observed in government offices, too. In a similar way, men are seen as someone whose earnings are family's main income and women as the house keepers and child bearers. Conditioned by these social and psychological traditions, women colleagues too do not lend support to their own sex in government offices in Nekemte town. Working in such conditions inevitably put much greater strain on government employed women in Nekemte town than what men experience. These problems tend to make government employed women in Nekemte town less eager to progress in their careers.

Today, government employed women in Nekemte town are expected to do multitasking. They have to take care of the family and household even if they are working but they face

Government Employed *Women*

problems just by virtue of their sex. It is an age old convention that women are less capable and inefficient in working as compared to men. The attitude which considers women unfit for certain jobs holds back women in government offices in Nekemte town. In spite of constitutional provisions, gender bias creates obstacles in their working conditions for women in Nekemte town. Yet, discrimination against women in government offices in Nekemte town is present everywhere and existent form of inequality. Despite many international agreements affirming their human rights, government employed women in Nekemte town are still much more likely than men to be denied decision making opportunity. A critical aspect of promoting gender equality is the decision making of women and giving women more autonomy to manage their own lives. Where women's status is low, family size tends to be large, which makes it more difficult for families to thrive. When women make decisions, the whole families benefit, and these benefits often have ripple effects to future generations.

The convention on the elimination of all forms of discrimination against women (CEDAW) required all governments to take all necessary measures to eliminate discrimination against women in the countries' political and public life. Specifically, article 7(1) affirmed the equal rights of women to participate in the formulation of government policy and its enactment. It further explained that women should have equal rights to hold public office and perform all public functions at all levels of government (CEDAW 1979). The African women's protocol under (article 9) required states to take all necessary measures, including affirmative actions to insure increased and effective representation of and participation of women at all levels of decision making. But, in those countries where a relatively high number of women are elected to office their participation within the party leadership is still very low or completely absent. For example

Government Employed *Women*

Rwanda has the highest percentage of women elected to parliament in Africa. Yet, there is not a single women political party leader in Rwanda (UNECA 2007).

In addition to such binding instruments other important global, regional and sub-regional declarations have also called upon government to insure the equal participation of women. The Beijing Declaration and Platform of Action (BDPA) called upon states and all other actors to monitor progress towards their target of having women hold 50% of managerial and decision making positions by the year 2000. The Beijing Declaration and Platform of Action further declared that women's participation in decision making is not only a demand for simple justice or democracy but is also a necessary condition for women's interest to be taken into account. Furthermore, it is declared here that without the active participation of women and incorporation of women's perspectives at all levels of decision making, the goal of equality, development and peace cannot be achieved.

Cultural practices that nurture and sustain patriarchy are revealed in different studies (Meaza 2009) in Amhara culture. As Meaza explained proverbs in Amhara area portray women as lacking wisdom, being irresponsible, adulterous and only capable of domestic chores. In addition, proverbs socialize both men and women to believe that men should play the public and political roles in society and women should be restricted to domestic chores (Yeshi 1995). Hence, this seemingly harmless discourse of domination should be questioned (FOUCAULT 1978). As Yeshi explained, the demeaning proverbs are often understood as expert opinion and unchangeable; they command acceptance not only among men but even among women themselves. Yeshi further explained that proverbs emerging from society appear benign and true, while they are actually instrumental in maintaining patriarchal societies. Some of these proverbs are:

Government Employed *Women*

- A woman and ‘toffa’ (cooking pot) should be in the kitchen.
- My mother plans for the day; my father for the year.
- To talk is womanly and to work is manly.

The cultural practices in Oromo people also sustain and nurture patriarchy and male dominance. Some of these proverbs and sayings in Oromo culture are:

A woman can be tall, but not wise.

A woman’s rule makes the gate to be closed the whole day.

A woman’s stomach is like a sack; it holds what is put in it.

Only a woman knows her child’s father.

In the above Oromo saying, the first is just clear but the second means that as woman does not know how and when instruction is given, she orders the gate to be closed the whole day and prevents entry and exit to people. The second is an insult and it implies that woman is adulteress, can have sex with anyone out of wedlock and can then give birth to a child. So, just like a sack in which any grain is put, a women’s womb can hold other’s semen, not only that of her husband and then she could give birth. The fourth means that it is only the mother who knows from whom she bore the child when she is even in marriage. This means that she might have had sexual relation with some other person and might have given birth, not necessarily from her husband.

In both the Amhara and Oromo cultures, proverbs of the areas portray women as lacking wisdom, being irresponsible and only capable of domestic chores; they also pressurize both men

Government Employed *Women*

and women to believe that men should play the public and political roles in society and women should be restricted to domestic chores. (Yesh 1995)

The constitution of Federal Democratic Republic of Ethiopia (FDRE constitution) that was adopted in 1995 explains that both women and men are equal in both public and private spheres of life. In addition, the constitution in its article 35 states that the government should take affirmative action in employment, education and political participation of women. However, the wide gap between these policy commitments and their implementation has persisted. This wide gap is also being reflected in government offices in Nekemte town and often government employed women of this town are the victim of the gap.

The fundamental question that the research attempted to address was what the current state of government employed women's decision making level in their offices in Nekemte town was. After making the problem clear to the responsible people like government and policy makers, suggesting the solutions was what the study accomplished. In this regard, the women's decision making extent in government offices in Nekemte town was addressed and the problem level was known after which the recommendation was made. If government employed women in Nekemte town participate fully in economic life across all sectors, it would be possible to build stronger economies, achieve internationally agreed upon goals for development and sustainability, and improve the quality of life for women, men, families and communities. -

As Almaz (1991) declared, lot has been done, for example, in Ethiopia in terms of putting in place a policy framework providing for the protection of the rights of women and girls. In addition, the National Policy on Ethiopian Women (2005) and several sectorial policy documents have attempted to address the issue in different ways but worth mentioning results have not been

Government Employed *Women*

seen on the ground. In essence, women's capacity to make effective decisions and to transform choices into desired actions and outcome is what best defines their decision making roles. The women's decision making is absolutely essential as it benefits society's growth and development closely associated with it; however, it has been faced with a lot of challenges that need to be dealt with in order to achieve the anticipated developmental goals. So to speak, the research question of concern has to do with the challenges facing the government employed women to make decision in Government Institutions in Nekemte town.

In general, participation of women in leadership position in government offices in Nekemte town is minimal. But the participation of government employed women in Nekemte town in politics and other arenas is a civil right and a matter of justice and equality. It is then crucial that government employed women in Nekemte town are represented in decision making positions to represent, reflect and protect the interest of the female constituency.

1.2 Background of the Study

As stated in IDEA (2005), education, employment and politics have been associated with men only and decisions making as the whole goes to men as men get the potential of decision making from education. In fact, women are left at home to take care of children and live as housewives along with the aspect of many being viewed as sexual objects. In this sense, they miss exposure to the outside world; they then fail to get experience which may somehow help them to gain some experience in making decision like men. This is an aspect that has marginalized women and it is essential that women are capacitated, empowered and then be able to make decisions. As United Nations (1998) demonstrated, women's decision making movements and projects have been put in place and even though they have had some impact, there is much that

Government Employed *Women*

remains unaccomplished. In this sense, there are challenges that have faced the decision making of women. For instance, some of the women have not been able to realize that male domination is a tool that is used by men to limit their potential. Therefore, there has been a problem of women decision making due to lacking awareness amongst the affected women.

As declared by Engles, (1942), women held an equal or even a more powerful position under the communal mode of production. Nevertheless, women's role and their corresponding power in the household and the community eventually diminished with the evolution of private ownership. Then, the family also changed to a patriarchal one where women were treated as the property of men and as the men controlled property and managed to generate surplus. Furthermore, the rise of capitalism further intensified men's control over women making the women economically dependent on men. Consequently, family life started resting solidly on the shoulders of women in all areas of the world and women's sufferings kept being worse and worse.

According to United Nations (2000), women took on the primary responsibility for ensuring the proper functioning of families and the provision of everyday care and maintenance to their families. It is also asserted here that preparing family meals, maintaining hygiene, caring for other family members and a lot of other chores related to children consume a good part of the day for women in the world.

As put by European Commission (2010), public governance is one of the arenas where inequality between men and women is highly visible. Limited female participation in structures where key policy decisions are made and resource allocations decided often has a negative impact on women's political, economic and social opportunities. Women rarely hold the top positions in national parliaments, as shown by the small number of women serving as presiding officers. U.N.

Government Employed *Women*

(2010) demonstrated that in 2009 only 21 out of 176 lower or single chambers of parliaments in the world and 10 out of 73 upper chambers were presided by women. The highest concentration of female presiding officers was found in the more developed regions, where a total of 14 women presided over the single, lower or upper chamber of parliament. Seven women held this position in the parliaments of Africa (all sub-Saharan), four in Asia (two in Southern Asia and two in Central Asia) and six in Latin America and the Caribbean (of which 4 are in the Caribbean).

The status of women can be measured in terms of degree of equality and freedom enjoyed by them. As Bala (2004) remarked, equal participation of women with men in decision making, free expression of their views and participation in the community life help them to get recognized in the society. The power of expressing their views and their ability to solve problems through their views and ideas, make women capable of getting attention from everyone. In addition, the financial independence along with employment opportunity makes women capable of asserting their voice in community as well as in the family.

European Commission (2008) declared that the low proportion of women in political decision-making positions reflects men's historical advantages in electoral systems and long-standing inequalities between men and women in society. Moreover, it is here commented that at home, school, the workplace and elsewhere, girls and women typically have fewer opportunities than their male counterparts to acquire policy and leadership skills. Equally E.C. (2008), declared that women's participation in decision-making is essential for ensuring their equality and rights because where women have participated actively in public policy, they have been able to raise the visibility of women's issues and work toward ending gender discrimination. On the contrary, women have made slow progress in the political arena, even while making impressive gains in other areas such as education, employment and health. As explained in IDEA (2005), democracy

Government Employed *Women*

on its own does not create a path for women to become leaders. In fact, two of the oldest democracies, the United States and France, have low percentages of women in elected office. In most societies, women have limited access to the conventional avenues of power such as political parties, business organizations and labor unions.

According to United Nations (2010), a real impediment to women's advancement into upper-level decision making positions is the discrimination based on their sex. This appears to be most impenetrable in the largest corporations, which are still essentially male domains. The U.N here stated that of the 500 largest corporations in the world, only 13 had a female Business Chief Executive Officer (CEO) in 2009, a proportion amounting to less than 3 per cent. In 33 countries in Europe, the same pattern emerges of a very low proportion of women in the top position of the highest decision-making body in the largest companies, namely the chairman of the board. In 16 of the 33 countries, the chairman of the board of all the top publicly traded companies in 2009 was male; and in only three countries (Bulgaria, Slovakia and Norway) were women at the decision making level of at least 10 per cent of the country's top companies as chairman of the board. For the European Countries, the average proportion of women serving as chairman of the board of top companies was 3 per cent. The number of top publicly traded companies considered range from 9 in Iceland to 50 in the United Kingdom.

Women, because of not having opportunities to make decisions in most societies, work at home or very close to home; they do both household activities and small-scale production (UNDP 1995). By contrast, men work mostly away from home and are employed in better paying jobs. As a result, the places of work of men and women are strongly associated with the level of autonomy and economic decision making they have. In line with this, different studies indicated

Government Employed *Women*

the low status of women in developing countries in general and in Ethiopia in particular Almaz, (1991); Hirut, (2004); Mukuria et al., (2005).

European Commission (2010) commented that women continue to be underrepresented at the legislative, ministerial, and sub-ministerial levels, as well as at the highest levels of the corporate sector and other economic and social institutions. In addition, traditionally assigned gender roles limit women's choices in education and careers and compel women to assume the burden for household responsibilities. According to E.C. (2008), around the world, a lack of gender balance in decision-making positions in government persists. Women continue to be underrepresented in national parliaments, where on average only 17 percent of seats is occupied by women. The share of women among ministers also averages 17 percent. The highest positions are even more elusive: only 7 of 150 elected Heads of State in the world are women, and only 11 of 192 Heads of Government. The situation is similar at the level of local government: female elected councilors are underrepresented in all regions of the world and female mayors even more so. In contrast, as E.C.(2010) stated, women are on most boards of directors of large companies but their number remains low compared to men. Furthermore, an unofficial but real impediment to women's advancement into upper level management positions because of discrimination based on their gender is wide spread.

This is especially notable in the largest corporations, which remain male-dominated. Of the 500 largest corporations in the world, only 13 have a female chief executive officer. As clearly explored by E.C. (2008), women are not at top, middle and lower levels of authority worldwide; as a result, decision making opportunity is not in their hands as one can only make decision when one is authorized to do so. Thus, corporations appear to be most impenetrable for women and they are still essentially male's domains.

In sum, women are still severely underrepresentation in the highest decision-making positions within the private sector, at least in the more developed regions. Anker (2005) commented that the situation is unlikely to be more encouraging in the less developed regions although there is not enough data to confirm or refute this. Compared to the underrepresentation of women in top leadership and decision-making positions in the government, judiciary and civil service, the situation in the private sector is even more severe. The situation of government employed women in Nekmete town is no better than what has been explained above; as a result, the researcher has been inspired to reveal the problem and then recommend solutions.

1.3 Statement of the Problem

It is true that women's limited access to education, employment opportunity, and media, coupled with cultural factors, reduce their decision making power in their respective offices in Nekemte town. Regarding government employed women's participation in decision making in Nekemte town, though the number of women in employment has been increasing, no gender parity has yet been achieved in decision making. Because of employed women's not having decision making opportunity in Nekemte town, the women accept the decisions that are made by their male counter parts and such decisions are sometimes affecting women's advantage negatively; as the result, the women suffer the consequence. The researcher then took the initiation of investigating this hypothesized theory and was looking forward to bringing the problem into notice and then suggests possible solutions and he did so.

1.4 Objective of the Study

1.4.1 General Objectives

The basic objective of this study was to explore the challenges of government employed women in Nekemte town to make decisions in their respective organization. Government employed women in Nekemte town are not positioned either in subordinate levels or top position; they are common workers and are only obliged to accept the decisions made by their male counterparts. The researcher then studied why women failed to take top positions in their organization and explored how the necessary measures would be taken to help women come to top and subordinate positions as necessary in their respective organizations and make decisions which are appropriate not only for them but also for their male counter parts.

1.4.2 Specific Objectives

The specific objectives of the study are:

- Identifying the problems that the employed women in Nekemte town face when trying to make decisions
- Measuring employed women's reactions in Nekemte town upon failing to make decisions in their respective organization
- Evaluating how much the decision making level of government employed women in Nekemte town have been improved since the government has started taking measures to that end
- Assessing whether government employed women's decision making opportunities are being addressed in the right way

Government Employed *Women*

- Exploring the level of decision making gap between government employed women and men in Nekemte town.
- Investigating the issues and determinants that are pertaining to and responsible for women's failure to have the opportunity of making decisions in government offices in Nekemte town and making recommendations which are useful for policy review and advocacy.

1.5 Significance of the Study

United Nations (2009c) commented that development, growth and prosperity of the nation in its true sense cannot be achieved without proper and equal decision making opportunity of women and their attaining decision making level on equal terms with men because women constitute about half of the world population. UN (1979) explained that women play a crucial role in the growth, development and prosperity of the nation. In consequence, it is not possible to achieve meaningful development for any nation without women's attainment of making decisions on issues related to themselves and to the community as the whole. Indeed, the findings obtained from this research could be useful in different ways. First of all, governmental and non-governmental organizations could intervene and plan to improve the existing problems of women's failure to make decisions in government offices of Nekemte town. The findings of the research can also be used by the policy makers to prepare some policy documents in line with the research findings. In addition, different agencies could use the research findings to monitor and evaluate the activities that they have been performing in the area of women's decision making in Nekemte town. Interested individuals can also use the research findings to widen their knowledge on women's decision making in Nekemte town.

1.6 Limitation of the Study

The study has been limited to Nekemte town because the researcher does not have enough time to go out to different places and conduct the research. Moreover, the researcher does not have enough money to go out of the town and conduct the research. Hence, if there had been sufficient time and enough budgets, large number of respondents could have been included to enrich the findings further. Nevertheless, the researcher believes that the research findings have revealed enough the challenges of employed women's decision making in government offices of Nekemte town.

Chapter Two: Review of Related Literature

2.1 Women's Decision Making, Brief World Perspectives

In an increasingly globalized and interconnected world, women play key role in mitigating the developmental challenges. The Beijing declaration and Platform for Action (1995) put that women make a great contribution to the welfare of the family and to the development of society, which is still not recognized or considered in its full importance. As UN, (1979) stated, the social structure has been formulated in such a way that the women are marginalized. Education, employment and politics among others have been associated with men only. In fact, women are left at home to take care of children and live as housewives along with the aspect of many being viewed as sexual objects. This is an aspect that has marginalized women and then there is a need to move women to decision making level so that their potential may be realized. Furthermore, women's decision making movements and projects have been put in place and even though they have had some impact, there is much that remains unaccomplished.

In addition, incorporating women in all aspects of societal activities continue to confront multifaceted problems and as a result women face discrimination, marginalization and exclusion. UN (2009c) declared that women are often denied the opportunity to contribute to their communities as part of their share in the developmental process of the community. In a word, though equality between men and women stands as a central, fundamental, and inviolable human right, women are still being prevented from having attention or power.

According to United Nations (2000), a world-wide movement towards democratization has opened up the activities associated with governing and obtaining legislative or executive power in many nations, but the popular participation of women in key decision-making as full and

Government Employed *Women*

equal partners with men, particularly in politics, has not yet been achieved. Although almost all countries have recognized the women's right contained in the international human rights treaties, which clearly states a broad range of civil, political, economic, social and cultural rights, women are still out of decision making group. Sen and Batlilwala (2000) pointed out that there are numerous ways to women's decision making capacitation which have been pointed out and made use of; however, the existing social power relations have hindered the success of the decision making. Therefore, the decision making of women must become an organized mass movement with the sole aim to challenge and transform the existing power relations in the society limiting the exploitation of their potentials. This clearly shows that there have been campaigns and creation of awareness towards the decision making of women but the existing social power relations has hindered the success. Hence, the power to make a definitive choice and the institutional framework in which the choice is made greatly contributes to the success of decision making of women.

United Nations (1995a) clearly indicated that our common aspiration is for a life where the doors of opportunity are open to both men and women, and where the fruits of their efforts are equally shared among both men and women. Here, it is recognized that the human rights of women and the girl child are an inalienable, integral and indivisible part of universal human rights. Additionally, it was stated here that the full and equal participation of women in political, civil, economic, social and cultural life at the national, regional and international levels, and the eradication of all forms of discrimination on the grounds of sex are priority objectives of the international community.

Anker (2005) commented that in the current society, decision making of women has been among the hot issues being debated on. In this regard, there have been campaigns to enhance

Government Employed *Women*

women's decision making because the societal structure has alienated and marginalized them. In fact, women have been kept in the society as housewives and have been meant to take care of children, the old, the sick and serve their husband. Women handle a large part of the world's work, but they receive very small part of the reward of the work. Within the household, women have less access to and control over resources and limited influence over household decisions. Beyond the household, women have limited access to communal resources, are under-represented in public decision-making bodies; have limited bargaining power in markets and often lack opportunities to improve their socioeconomic position. As a result, their potentials have been exploited since they stay at home to perform all the routines in the house and around the house. Furthermore, they play key role in the development challenges but they are at a disadvantage at the community and societal levels. As stated by Harper, (1996) women everywhere, particularly in poor countries are seriously disadvantaged due to various reasons.

Although women should get special care, assistance, respect and honor because they are mothers, their rights are violated and they are the victims of sexual harassments wherever they are and whatever they are doing. United Nations (2009) explained that often receive attacks on their body and their reputation. They are not autonomous and they do not have access and control over resources; they do not participate in economic and child-related decisions, self-esteem, and mobility, freedom from domestic violence, and political awareness and participation Balk, (1994, 1997); Blumberg, (1994); Morgan and Niraula, (1995); Hashemi, Schuler and Riley, (1996); Jejeebhoy, (2000); Jejeebhoy and Sathar, (2001). Kishor (2005) remarked that gender differences in power, roles and rights, affect health, fertility control, survival and nutrition through women's access to health care, lower control over their bodies and sexuality, and restrictions in material and non-material resources. According to the statements of the scholars above, the basic problem

Government Employed *Women*

here is the women's denial of decision making that result in adverse problems not only upon the women but also upon the community as the whole.

World Bank (2001) commented that women's failure to make decisions and gender inequalities in developing societies inhibit economic growth and national development. But, improving women's decision making opportunities in society leads us to improving the conditions and lives of women in all aspects which can also lead to the attainment of their decision making on equal terms with their male counterparts. Women's decision making can be viewed from different angles and it embodies their ability to possess resources, have their voice heard and make decision about their own affairs and the affairs of the society as the whole. On the contrary, women's self-esteem has not been enhanced to the level where they develop confidence in themselves and then overcome the traditional patriarchal dominance and have firm beliefs that they are equal with men.

According to European Commission (2010) public governance is one of the arenas where inequality between men and women is highly visible. Limited female participation in structures of governance where key policy decisions are made and resource allocations decided often has a negative impact on women's political, economic and social opportunities. A lack of gender balance in decision-making positions in government persists and women continue to be underrepresented in national parliaments, where on average only 17 percent of seats is occupied by women. According to International IDEA (2010) worldwide four countries, all in Asia had no woman in their cabinet in both 1998 and 2008: Bhutan, Myanmar, Saudi Arabia and Singapore. In general, women spring to careers in politics still encounter difficulties, suggesting that the democratic principles of parity and equality continue to be hampered by structural and attitudinal

Government Employed *Women*

barriers, including discrimination and gender stereotypes that disadvantage women in many regions.

United Nations (2009a) declared that at the global level, the percentages of women and men are almost equal: 50.4 per cent men and 49.6 per cent women or, using the male/female ratio, 102 males for every 100 females. Therefore, development of the nation in its true sense cannot be achieved without the participation of both male and female on equal basis and without their having equal right in making decisions. With regards to women's participation in economic life, the 2005 National Labor Force Survey reveals that 47% of the 31 million employed in Ethiopia are women, with highly unequal participation and 68.5% were unpaid family workers and 24.8% were self-employed in informal jobs. According to the above statements, women are not participating in employment equally with men and they are engaged in unpaid work and they are also creating their own jobs probably with difficulty.

Admittedly, United Nations (1946) declared that equal access to power, decision-making and leadership at all levels is a necessary condition for the proper functioning of democracy. In other words, ensuring women's freedom to participate in politics, both as voters and as representatives, has been central to international, regional and national efforts aimed at more inclusive and democratic governance. These freedoms and rights are not limited to politics but extend to participation and leadership in public life, the private sector and civil society in general. U.N. (1979) recognized that women's speaking their mind and their full participation on an equal basis with men in all spheres of life, including participation in the decision-making process and access to power are fundamental to the achievement of equality, development and peace.

United Nations (2009a) commented that available data in Africa display a low proportion of female candidates for the lower or single house of parliament – lower than 20 per cent, with the exception of Burundi and Rwanda. The proportion is under 10 per cent in 3 of the 4 countries with available data in Oceania; this low proportion of female electoral candidates in the region parallels the limited representation of women in their parliaments as seen in the earlier section. As Bala (2004) stated, throughout the developing world, women are at a disadvantage at the household, community, and societal levels. Within the household, women have less access to and control over resources and limited influence over household decisions.

2.2 Definition of Decision Making and Women's Decision Making

According to Kahneman, D and Tversky.A (2000), decision-making is a process of selection from a set of alternative courses of action, which is thought to fulfill the objectives of the decision maker. It is a course of action, which is consciously chosen for achieving a desired result. Every decision making process produces a final choice. The output can be an action or an opinion of choice. In explaining the above statements, Kishore (2005), cited the works of Dixon (1978) and Mason (1986) who defined women's decision making as the women's access to and control over all the material resources and other forms of wealth within the family, in the community, and in the society at large. Rowlands, (1995) comments that women's decision making is bringing women on outside of a decision process into it. It is also considered as the ability to obtain an income that enables participation in economic decision making. Women will be able to make decisions when they obtain the right to determine choices in life and to influence the direction of change, through the ability to gain control over material and non-material

resources. For women, decision making emphasizes the importance of increasing their power and taking control over decisions and issues that shape their lives.

2.3 The Importance of Equal Decision Making of Women with Men

United Nations (1995) elaborated that women's decision making is important to build strong economies, to establish more stable and just societies, to achieve internationally agreed upon goals for development sustainability and human rights, to improve quality life for women, men, families and communities, and to move economic development forward and to improve business. It is furthermore commented here that the advancement of women and the achievement of equality between women and men are a matter of human rights and a condition for social justice and should not be seen in isolation as a women's issue. Anker (2005) explained that maintaining equality in decision making between men and women is the only way to build a sustainable, just and developed society.

As explained in IDEA (2005), ensuring the inclusion of women's talents, skills, and experience and energies requires intentional actions and deliberate policies. Anker (2005) declared that the success of policies and measures aimed at supporting or strengthening the promotion of gender equality and the improvement of the status of women should be based on the integration of the gender perspective in general policies relating to all spheres of society as well as the implementation of positive measures with adequate institutional and financial support at all levels. Nyaradzai Gumbonzvanda (2008) stressed that greater participation of all women—rich, poor, working women and housewives—in decision-making spaces, academic and research institutions, advocacy and public awareness initiatives, political debates, the private sector, and within households would create one collective voice for change. The voice of leadership at the

international and national levels is also needed to call for greater investment in gender equality and women's decision making.

2.4 Political Impact of Women's Decision Making

There are many conditions that should be fulfilled for women if they have to make decisions. They have to have their awareness raised about their rights so that they claim them when conditions demand. Moreover, they have to have access to information about laws, policies and institutions. Most importantly, they need to develop confidence, self-esteem and skills to challenge and confront existing power structures which has given men domineering power. As women customarily have been undergoing severe domination, they need positive role models and an enabling environment to be able to make decisions. As the whole, meaningful political, legal, economic and cultural climate that allow women to engage in decision making processes are required to enhance women's decision making. Women's civil and political participation is women's ability to participate equally with men, at all levels, and in all aspects of public and political life and decision-making. It extends to other arenas, such as family life, cultural and social affairs and the economy. Whether it is deciding how the household income is spent or determining how the country is run, women have the right to an equal say in all matters that have an impact on their lives.

This right is enshrined in a number of human rights instruments, as well as in national constitutions and laws. Several human rights mechanisms outline the nature of women's civil and political rights and the steps required to promote greater equality between women and men in this area. Several human rights mechanisms outline the nature of women's civil and political rights and the steps required to promote greater equality between women and men in this area. There are

a number of factors which constrain women's participation in public life and decision-making including economic dependency and a lack of adequate financial resources. Illiteracy and limited access to education and the same work opportunities as men, discriminatory cultural and social attitudes and negative stereotypes perpetuated in the family and in public life, burden of responsibilities in the home, intimidation, harassment and violence lack of access to information. Women around the world have demonstrated the huge contribution they can make when given the opportunity to sit in public office or to lead the work of community and informal organizations.

2.5 Economic impact of women's decision making

United Nations (1995) stated that there is a close link between women's economic rights and women's decision making opportunity. The literature on gender and economic rights focuses almost exclusively on the link between women's economic rights and women's decision making. It highlights women's often invisible labor, emphasizing contributing factors including women's time use, social norms, lack of access to and control over resources and jobs, and gender inequitable laws. Access to economic resources and microfinance in particular, has come to be seen as an important tool for women's decision making by providing economic resources that can improve their bargaining position in the household. By strengthening their bargaining position and building women's confidence, it is assumed that women's position in the community will be improved and their participation in community affairs and decision-making will increase. Women's participation in the labor market has increased significantly over the last twenty years though it varies significantly across regions from a high of 64% in East Asia and the Pacific to a low of 26% in the Middle East (WDR 2012). While gender patterns in labor markets are changing, women's labor is still often confined to the informal sector or low wage industries. The

Government Employed *Women*

increase in women's employment in sectors previously dominated by men is in some cases a positive aspect of women's economic empowerment but more should be done in that area.

The informal sector is generally unregulated and thus without standards for minimum wage, working conditions, insurance or social protection mechanisms to address illness or inability to continue work. Women also contribute to economies through their work in caring for families. However, this is often not acknowledged or reflected in national economies, despite lobbying by women's organizations. Both push and pull factors have contributed to women increasingly taking up employment. In the Middle East for example, women's employment has been actively encouraged by governments, in order to reduce reliance on international labor migrants. Women's employment has also contributed to job creation, especially in the domestic sphere, including live-in domestic workers, nannies, and cleaners. The increased availability of (usually female) domestic workers has further freed up other women to take up employment outside the household, although in some cases this has led to migration away from their families.

2.6 Social Impact of Women's Decision Making

The Universal Declaration of Human Rights UDHR, (1946) stated that everyone has the right to take part in the Government of his/her country. The decision making and autonomy of women and the improvement of women's social, economic and political status is essential for the achievement of both transparent and accountable government and administration and sustainable development in all areas of life. As UN (2009c), explained, sustainable development and economic growth that is both sustained and sustainable are possible only through the economic, social, political, legal and cultural status of women which incorporates and enhances the decision making power of women.

Government Employed *Women*

In this respect, UN (2009) declared that women's equal participation in political life plays a crucial role in the general process of the advancement of women and the prosperity of the community as the whole. It was also explained that women's equal participation in decision-making is not only a demand for simple justice or democracy, but can also be seen as a necessary condition for women's interests to be taken into account. It was also furthermore explained that without the active participation of women and the incorporation of their exceptional ability and skills at all levels of decision-making, the goals of equality, development and peace cannot be achieved. As UN (2009c) elaborated women contribute to the economy and to combating poverty through different ways in the community and in the workplace. The free and equal right of every person to participate in a system of government is advocated in public, summits, conferences and simple discussions between people who are from different walks of life.

2.7 Women in Power and Decision Making

As it was stated in EC (2008), women need to be in power to be able to make decisions as decisions are usually made by people who have the power and the authority. Besides, women should have some representation in national parliament in the first place as decision making opportunity emanates out being in power and authority. But, women rarely hold the top positions in national parliaments, as shown by the small number of women serving as presiding officers. According to EC (2009), for instance, only 21 out of 176 lower or single chambers of parliaments in the world and 10 out of 73 upper chambers were presided by women. In addition, as elaborated in UN (2000) a total of 14 women presided over the single, lower or upper chamber of parliament. Seven women held this position in the parliaments of Africa (all sub-Saharan), four in Asia (two in Southern Asia and two in Central Asia) and six in Latin America and the Caribbean (of which

Government Employed *Women*

4 in the Caribbean). Thus, as decision making is part and parcel of holding the top political position and as women have not come to top political position in almost all cases, decision making for women is hard to attain. If at all few top positions are held in some countries it would be like a drop in an ocean and it would not contribute anything worth mentioning to women's decision making Anker (2005).

According to United Nations (1995), there has been a slow and steady improvement in the representation of women in national parliaments worldwide. At the time the Beijing Platform for Action was adopted in 1995, women accounted for on average 10 per cent of members of the lower or single houses of national parliaments. This figure had increased to 17 percent by April 2009. All regions have showed progress in improving gender balance in national parliaments since 1995. In all sub-regions of Africa and in 4 out of 5 sub-regions in Asia, the average proportion of women in the lower or single houses of parliament doubled. Most of these sub-regions have had less than 10 per cent female members of parliament in 1995 but have achieved double-digit figures by 2009. The exception is Western Asia, where women's representation has improved from a very low average (4 percent) in 1995 to the current 9 percent. Following these recent improvements, the proportion of women parliamentarians in the lower or single house of parliament averaged 15 per cent or better in most sub-regions in 2009. Western Europe had the highest female representation, averaging 29 per cent. In Southern Africa, South-Eastern Asia, South America and the more developed regions outside Europe, women's representation averaged at least 20 per cent. On the contrary, average female representation was still below 15 percent in Northern Africa (10 percent), Eastern and Western Asia (14 and 9 percent, respectively).

Government Employed *Women*

On the other hand, UN Millennium Project (2005), stated that in all 14 Asian countries for which data are available (the majority of which are Western Asian countries), women comprised less than 30 percent of candidates in the last election for the lower or single house. It was also explained that in Latin America and the Caribbean the five countries with available data show a wider spread of the proportion of female candidates, from a low of 3 percent in Belize to a high of 51 percent in Costa Rica. For the more developed regions, the proportion of women candidates ranged from 12 percent in Japan to 49 percent in Belgium and tended to cluster within the range of 20 to 45 percent. The low proportion of women in parliaments is related not just to the lower proportion of female candidates but also the lower election rate of women compared to men. For the 65 countries with available data, female candidates for the lower or single house of parliament have, on average, a lower likelihood than male candidates of winning a seat, a likelihood that amounts to 0.87 that of men.

As European Commission (2007) explained, women's rights are an essential component of universal human rights, although, there are power relations that prevent women from making decisions at many levels of society, from the most personal to the highly public. In addition, it was also stated that achieving the goal of equal participation of women and men in decision-making will provide a balance that more accurately reflects the composition of society and is needed in order to strengthen democracy and promote its proper functioning. In this regard, equality in political decision-making between men and women is a way to equal advantage for both men and women.

But in spite of widespread democratization in most countries, women are largely underrepresented at most levels of government, especially in ministerial and other executive

Government Employed *Women*

bodies, and have made little progress in attaining political power in legislative bodies or in achieving the target endorsed by the Economic and Social Council of having 30 per cent women in positions at decision-making levels by 1995. Globally, as Bart C and McQueen G (2013) explained, only 10 percent of the members of legislative bodies and a lower percentage of ministerial positions are now held by women. Indeed, some countries, including those that are undergoing fundamental political, economic and social changes, have seen a significant decrease in the number of women represented in legislative bodies

European Commission (2008) commented that women make up at least half of the electorate in almost all countries and have attained the right to vote and hold office in almost all States Members of the United Nations. But, they continue to be seriously underrepresented as candidates for public positions. World Bank (2003) explained that traditional working patterns of many political parties and government structures continue to be barriers to women's participation in public life. Similarly, E.C. (2008) declared that women may be discouraged from seeking political office by discriminatory attitudes and practices, family and child-care responsibilities, and the high cost of seeking and holding public office. It is also stated here that in spite of all these, they have demonstrated considerable leadership in community and informal organizations, as well as in public office. However, they are kept away from the center of attention and that has reinforced the tendency for political decision-making to remain the domain of men. Consequently, the underrepresentation of women in decision-making positions in the areas of art, culture, sports, the media, education, religion and the law have prevented women from having a significant impact on many key institutions.

Government Employed *Women*

United Nations' Millennium Project, (2005) stated that women in politics and decision-making positions in Governments and legislative bodies contribute to changing the political priorities, placing new items on the political agenda that reflect and address women's decision making problems, values and experiences, and providing new perspectives on mainstream political issues. In addressing the inequality between men and women in the sharing of power and decision-making at all levels, governments and other actors should promote an active and visible policy of mainstreaming a gender perspective in all policies and programme so that before decisions are taken, an analysis is made of the effects on women and men, respectively.

According to UN (1995a) a glance at the number of female Heads of State or Government revealed that top positions remain impossible for women. Because of this, only seven out of 150 elected Heads of State in the world are women, and only 11 of 192 governments are headed by women. Thus, the numbers of female Heads of State or Government in 2009 continue to be underrepresented in cabinet appointments in all regions of the world. Globally, the average share of women among ministers was only 17 percent in 2008. Although low, it is a significant improvement from the average of 8 percent in 1998. In all regions and sub-regions, the share of women is significantly higher compared to 10 years ago, with the recent proportions more than double those of 1998 in most sub-regions. The four sub-regions with the highest proportions of women ministers in 2008 (Western Europe, Southern Africa, South America and Central America) all showed improvements of greater than 15 percentage points compared to 1998.

According to Anker (2005) for the same reasons as in national government, gender balance is important in local government; however, like national government, local governments worldwide suffer from a low representation of women. UN (1995) declared that it is important to

get rid of unfair treatment of women because of prejudice. It also explained that women should have equal opportunities to represent their governments at the international level and in the work of international organizations. The Beijing Platform for Action (1995) called on the United Nations to implement employment policies in order to achieve overall gender equality at the professional level and above by 2000, and a target was set for women to hold 50 per cent of managerial and decision-making positions in the United Nations by 2000; this target, however, has been met only in the case of junior professionals.

2.8 Measures Taken to Enhance Women's Decision Making

According to UN (1979), different measures have been taken to improve women's decision making opportunity at many levels. At an international level, for example, the Convention on Elimination of all forms of Discrimination against Women (1978), the Beijing Platform for Action (1995), and the Millennium Development Goals MDGs (2000) are the main strategies introduced for the achievement of women's decision making. CEDAW (1979) incorporates the following measures that governments have to take to guarantee gender equality: elimination of discrimination against women in employment opportunities and benefits of service; ensuring gender equality in all areas of socio-economic life such as legal rights to contracts and property, and access to financial credit; equality of women in national constitutions; and abolishing existing laws, regulations, customs and practices that discriminate against women. The key commitments of governments and other development partners set in the MDGs include gender equality and women's decision making. The commitments include ensuring universal primary education for both boys and girls by 2015; elimination of gender disparity at all levels of education by 2015; and reducing maternal mortality ratio by three quarters between 1990 and

2015. Ethiopia adopted these agreements to promote gender equality and improve the lives of women.

The measures that are included in the BPA are ensuring women's equal rights and access to economic resources; elimination of occupational segregation and all forms of employment discrimination and promoting women's access to employment, appropriate working conditions and control over resources; facilitating women's equal access to markets, trade, information, and technology; promotion of harmonization of work and family responsibilities for women and men; and conducting gender-based research and dissemination of its results for planning and evaluation.

2.9 Women's Decision Making in Africa

In recent years women's political participation has increased in Africa. The UN (2007) noted that the share of parliamentary seats held by women increased from 7 percent in 1990 to 17 percent in 2007, which is close to the global average. In Rwanda, women hold 48.8 percent of seats in the Lower House, the highest percentage worldwide. In January 2006, Ellen Johnson-Sir Leaf became President of Liberia and Africa's first elected woman president. According to the Women's Environment and Development Organization (WEDO), 30 percent of Africa's local councilors are women. Some countries have set quotas or reserved seats for women in national and local legislative bodies.

United Nations (1998) declared that despite the progress made, serious and persistent obstacles still hinder the advancement of women and their participation in decision-making processes. Some of the principal obstacles are related to persistent poverty, the lack of equal

Government Employed *Women*

access to health, education, training and employment, the impact of armed conflict and natural disasters that affect some of the countries of the region. World Bank (2003) emphasized that “women’s equal participation in decision-making is not only a demand for justice or democracy, but can also be seen as a necessary condition for women’s interests to be taken into account. Without the perspective of women at all levels of decision-making, the goals of equality, development and peace cannot be achieved. The Beijing Platform (1995) defined two strategic objectives which are ensuring women’s equal access to and full participation in all power structures and decision- making and increasing women’s capacity to participate in decision-making and leadership.

The Convention on the Elimination of All Forms of Discrimination against Women (2000) in its Article 7, called upon States parties “to take all appropriate measures to eliminate discrimination against women in the political and public life of the country”. In its resolution, 1325 on women, peace and security, the Security Council also reaffirmed the importance of the equal participation and full involvement of women in all efforts for the maintenance and promotion of peace and security, as well as the need to increase their role in decision-making.

According to United Nations (2010), available data in Africa displayed a low proportion of female candidates for the lower or single house of parliament – lower than 20 per cent, with the exception of Burundi and Rwanda. The proportion is under 10 per cent in 3 of the 4 countries with available data in Oceania; this low proportion of female electoral candidates in the region parallels the limited representation of women in their parliaments as seen in the earlier section. In the past, women have had less control over material assets and intellectual resources and as such, they have lived in a society where they have been oppressed by male domination. UN (1979)

stated that the decision making of women must then become an organized mass movement with the sole aim to challenge and transform the existing power relations in society which limit them to fulfill their potential. It also explained that even though there are numerous ways to enhance women's decision making, the existing social power relations need to be addressed in order for success to be realized. EC (2008) elaborated that the social structure has been formulated in such a way that the women are marginalized.

2.10 Determinants of Women Decision Making in Ethiopia

According to Almaz (1991) from her birth, an Ethiopian female in most families is of lower status and commands little respect relative to her brothers and male counterparts. As soon as she is able, she starts caring for younger siblings, helps in food preparation, and spends long hours hauling water and fetching firewood. As she grows older, she is valued for the role she will play in establishing kinship bonds through marriage to another family, thereby strengthening the community status of her family. She is taught to be subservient, as a disobedient daughter is an embarrassment to her family.

As Almaz explained, low status characterizes virtually every aspect of girls' and women's lives in Ethiopia. Given the heavy workload imposed on girls at an early age, early marriage without choice, and a subservient role to both husband and mother-in-law, girls and women are left with few opportunities to make and act on their own decisions. A daughter brings pride and status to her parents by being successfully married and establishing strategic kinship links with another family. Great shame is brought onto parents whose daughter never marries—she is their failure. A pregnancy out of wedlock in Ethiopia, whether consensual or by rape, is deeply shameful to the entire family. For many families, marrying a daughter at a young age is

Government Employed *Women*

understood as the best way to protect her from sexual advances and an unwanted pregnancy. Many development professionals consider early marriage to be the most significant harmful traditional practice for women in Ethiopia, as it harms women's physical and psychological well-being and curtails their education and future income-earning potential. Not only do women married young bear more children over time, but an adolescent mother is less prepared to care for her children and to manage a household. Ethiopian women are actively involved in all aspects of their society's life. They are both producers and procreators and they are also active participants in the social, political, and cultural activities of their communities. However, the varied and important roles they play have not always been recognized.

The discriminatory political, economic and social rules and regulations prevailing in Ethiopia prevented women from enjoying the fruits of their labor and they have lagged behind men in all fields of self-advancement. Although MOLSA (1996) has formulated certain kind of policy about women to help eliminate all forms of discrimination against them in respect to access to technical training, formal sector employment, working conditions, access to health care services and to protect them from all social and cultural pressures to which they are subjected on account of their sex, what has been desired has not been attained.

The Ethiopian Constitution (1997) states that because of the history of inequality and discrimination suffered by women in Ethiopia, Ethiopian women are entitled to remedial and affirmative measures. The purpose of such measures shall be to enable women to compete and participate on the basis of equality with men in political, economic and social life, and to gain access to opportunities and positions in public and private institutions. According to this constitution, women have the right to participate in the formulation of national development

Government Employed *Women*

policies, the execution of projects, and to participate in the preparation of projects, particularly, those affecting the interests of women. Women have the right to acquire, administer, control, transfer and benefit from property. In particular they have equal rights with men with respect to access, use, administration and transfer of land. They shall also enjoy equal treatment in the inheritance of property. This being something absolutely important for the start for women to begin decision making, the practical implementation seems to have been farfetched.

Therefore, women and girls in Ethiopia continue to face disadvantages in every sector in which they work. Furthermore, because their participation in the economy has not been valued, Ethiopian women have not received their fair share of the nation's wealth. The situation of girls and women in Ethiopia reflects the unfair gender relationships prevalent in Ethiopian society and it clearly manifest the situations of girls and women in Ethiopia. Data from the Ministry of Education reveals that girls and women are less represented in education at all levels, especially at secondary and tertiary levels. For example, in the 2005/6 academic year, only 22.3% of the students enrolled in a four-year degree programme were females and only 9.9% of the students in the postgraduate master's programme were female. A similar disparity is observed in secondary schools. This less enrollment of girls in Ethiopian schools is a clear indicator of their minimal decision making opportunity because decision making opportunity naturally comes if a person is educated.

There are key commitments of governments and other development partners set in the MDGs which include gender equality and women's decision making. The commitments include ensuring universal primary education for both boys and girls by 2015; elimination of gender inequality at all levels of education by 2015; and reducing maternal mortality ratio by three

quarters between 1990 and 2015. Ethiopia adopted these agreements to promote gender equality and improve the lives of women. As a means to implement these global agreements, different policies and legislations have also been made a law. These are the National Policy on Women, National Population Policy, Education Policy, Cultural Policy, and other legal documents. But at the present what the Ethiopian government has envisaged about eliminating gender inequality and realizing equal decision making between men and women has not yet seemed very likely to happen.

2.11 Some Measures Taken by the Ethiopian Government to enhance Women's Decision Making

In Ethiopia, the issue of women's decision making has become an area of concern in development planning during the last few decades Almaz E. (1991). The marginalization of women from development programs for a long period of time is challenged with changing policy though the result is little. Since global effort like the BPA (1995) had been underway to alleviate the low status of women, Ethiopia also has set policies targeting mainly on the removal of all the obstacles to women's decision making.

The objectives of the Ethiopian policy include facilitating conditions conducive to the speeding up of equality between men and women, so that women can participate in the political, economic and social life of their country on equal terms with men. Furthermore, ensuring women's right to own properties as well as respecting women's rights are included in the policy. Cognizant of the adverse impact of low status of women on the overall economic development in general, the 1994 Education and Training Policy affirmed the importance of girls' education. It focused on their orientation of the attitude and values of the society towards recognizing the roles

and contributions of women in development. The policy included gender equality issues such as increasing girls' school enrolment ratio, preparing a gender sensitive curriculum, and reducing girls' dropout and repetition rates (FDRE, 1994).

In an attempt to address customary practices and backward traditions that undermine the roles of women in society, the National Cultural Policy was enacted in 1997. The main objectives of this policy are to ensure equal participation in and benefit from cultural activities, and to abolish traditional harmful practices that violate the rights of women such as early marriage, female genital mutilation and abduction (FDRE, 1997). It explained that measures need to be taken to ensure women's equal access to and full participation in power structures and decision-making according to the proclamation No. 1/1995(8) which declared that women shall have a right to equality in employment, promotion, pay and the transfer of pension entitlements *Negarit Gazeta.No.1/1995*).

2.12 Women's Decision Making Right under Ethiopian Law

Geeta S (1993) explained that, though women are farmers, teachers, domestic workers, machine operators, politicians, nurses, volunteers, dentists, bus drivers, mothers, sisters, carpenters, child care workers, business owners and make and continue to make essential and enormous contributions to the economy, their situation is difficult both in Ethiopia and elsewhere. As Almaz (1991) remarked, Ethiopian women with young children have difficulty regarding working hours, or whether to work at all as working as the whole depend on the availability of affordable and reliable childcare. In the past, many Ethiopian women workers were able to depend on help from non-working relatives for childcare and other domestic tasks. Although such traditional family support still exists, it is becoming less available with

urbanization and the increased labor force participation. Hence, the Ethiopian women bear the burden of family responsibilities including feeding their families even when they live in conditions of extreme poverty themselves. The majority of Ethiopian women are unemployed and illiterate. Despite the existence of a constitutional prohibition of discrimination on the grounds of sex, in practice Ethiopian women suffer from severe discrimination and are the victims of physical and sexual violence. Because of this and other sex related problems like conception, giving birth to children, the Ethiopian women suffer a lot and they cannot make decision. Women's confidence and self-esteem increase when they have greater knowledge, economic assets and income-earning capacity, and they are more likely to participate in both private and public decision-making.

Achieving the goal of equal participation of women and men in decision-making will provide a balance that more accurately reflects the composition of society and is needed in order to strengthen democracy and promote its proper functioning. In this respect, women's equal participation in political life plays a pivotal role in the general process of the advancement of women. Women's equal participation in decision-making is not only a demand for simple justice or democracy, but can also be seen as a necessary condition for women's interests to be taken into account. Without the active participation of women and the incorporation of women's perspective at all levels of decision-making, the goals of equality, development and peace cannot be achieved in Ethiopia.

2.13 Women's Decision Making Right under FDRE Constitution

In 1995, the constitution of Ethiopia adopted equal rights for men and women in every sphere of life. Despite the government efforts for gender equality, little attention is being given to

promoting women's participation within the community. In Ethiopia men dominate political, decision-making and leadership positions but women have very limited access to decision making.

According to Women's affairs office/Office of the Prime Minister (2005), the national policy of Ethiopian women was formulated in 1993 to secure women's equal rights to socio, economic development. As stated by SIDA (2002), the main objectives of the National Policy of Ethiopian Women include, creating and facilitating conditions for equality between men and women and eliminating discriminatory perception and practices that constrain the equality of women with men. In implementing the policy, a number of strategies like participation of women in the formulation of policies, laws, rules and regulations and ensuring the democratic and human rights of women are designed. In reviewing the overall content of the National policy of Ethiopian women, Women's affairs office/Office of the Prime Minister (2005) affirms that there are some pertinent women issues which are not covered by the policy that might create gap in fully realizing gender equality in the country.

2.14 Problems Preventing Women from Decision Making

As United Nations (1995) stated, women are also less likely to present themselves as candidates, often seeing themselves as lacking the skills necessary to perform well in politics. Here, UN explained that sometimes women hesitate to become involved in party politics and show preference for participating in social movements which are less structured and more goal-oriented. It then elaborated that as candidates, women seeking decision-making positions can be constrained by different factors. This can include a lack of financial support and time for campaigning because of difficulties in balancing family and public life, of confidence about

Government Employed *Women*

relevant skills, of fewer connections to politically relevant networks. Additionally, the environment of political institutions is not 'gender-friendly' and deters some women from considering entering political life, for example, sitting times in parliaments, meeting schedules of political parties and lack of childcare facilities.

European Commission (2007) declared that even though women make up at least half of the electorate in almost all countries and have attained the right to vote and hold office in almost all States Members of the United Nations, the desired result has not yet been achieved. It further commented that women continue to be seriously underrepresented as candidates for public office. As World Bank (2003) explained, traditional working patterns of many political parties and government structures continue to be barriers to women's participation in public life. The World Bank here commented that women may be discouraged from seeking political office by discriminatory attitudes and practices, family and child-care responsibilities, and the high cost of seeking and holding public office. The World Bank further stated that Women in politics and decision-making positions in Governments and legislative bodies contribute to redefining political priorities, placing new items on the political agenda that reflect and address women's gender-specific concerns, values and experiences, and providing new perspectives on mainstream political issues.

According to European Commission (2010) over the years, women have entered various traditionally male-dominated occupations. Yet, they are still seldom employed in jobs with status, power and authority or in traditionally male's sole domain occupations. As UN (1979) put, relative to their overall share of total employment, women are significantly underrepresented among legislators, senior officials and managers, craft and related trade workers, and plant and

Government Employed *Women*

machine operators and assemblers; they are heavily overrepresented among clerks, professionals, and service and sales workers. Here, it is pretty possible to conclude that subordinate positions are given to women and they cannot make worth mentioning decision by merely taking the subordinate position. UN (1979) also declared that horizontal and vertical job segregation has resulted in a persistent gender pay gap everywhere but the gender pay gap is closing slowly in some countries although it has remained unchanged in others.

As United Nations (2009c) showed, available data indicate that women are underrepresented among high-ranking government administrators with decision-making power. In 33 countries monitored by the European Commission, for example, women occupied on average only 25 percent of the highest level non-political administrative positions and 33 percent of second-level administrative positions in government ministries. It is also explained here that high-ranking female administrators were more likely to occupy the high-level posts in socio-cultural ministries (education, welfare, health, etc.) as opposed to ministries associated with the basic government functions (foreign affairs, interior, defense, justice, etc.). Further, women occupied 33 per cent of the highest-level positions in socio-cultural ministries compared to only 22 percent in the ministries with basic functions.

According to European Commission (2007), women are also underrepresented in international and regional courts, with only four of 12 such courts having 30 per cent or more women judges. Here, the highest share is seen in the International Criminal Court (ICC), where seven of 18 judges (39 percent) were women. This high representation of women was achieved because the Rome Statute (1998), and the governing document of the ICC which calls for a fair representation of female and male judges. As commented by UN (1995) similar to the situation in

Government Employed *Women*

national parliaments, local governments in all world regions are far from achieving gender balance within decision-making positions. Regional averages for the proportion of women among elected councilors ranged from a low of 8 percent in Northern Africa to a high of 30 percent in sub-Saharan Africa. In other parts of the world, the sub-regions in Latin America and in the more developed regions registered averages in the range of 24 to 29 percent, while South-Eastern, Southern and Western Asia all showed averages below 20 percent. Women's representation in decision-making positions in the civil service is among the concerns raised in the Beijing Platform for Action.

As European Commission (2010) declared, women have particular ambition to careers in politics but they still encounter difficulties in spite of the democratic principles of parity and equality which is being hampered by structural and attitudinal barriers, including discrimination and gender stereotypes that disadvantage women in many regions. Additionally, the environment of political institutions is not 'gender-friendly' and discourage some women from considering entering political life, for example, sitting times in parliaments, meeting schedules of political parties and lack of responsible people who can give childcare for their offspring.

United Nations (2009c) recognized the right of every individual to take part in the government of her or his country. Additionally, it declared that equal access to power, decision-making and leadership at all levels is a necessary condition for the proper functioning of democracy. IDEA (2005) declared that ensuring women's freedom to participate in politics, both as voters and as representatives, has been central to international, regional and national efforts aimed at more inclusive and democratic governance. These freedoms and rights are not limited to politics but extend to participation and leadership in public life, the private sector and civil society

in general. As World Bank (2003) declared, the low proportion of women among economic and political decision makers at the local, national, regional and international levels reflects structural and attitudinal barriers that need to be addressed through positive measures.

As European Commission (2008) commented governments, transnational and national corporations, the mass media, banks, academic and scientific institutions, and regional and international organizations, including those in the United Nations system, do not make full use of women's talents as top-level managers, policy makers, diplomats and negotiators. The equitable distribution of power and decision-making at all levels is dependent on Governments and other actors undertaking statistical gender analysis and mainstreaming a gender perspective in policy development and the implementation of programme. Further, it was here explained that equality in decision-making is essential for the women because it gives them greater sense of confidence and self-esteem. As UN (1979) explained despite many international agreements affirming their human rights, women are still much less than men to make decisions.

2.15 Unobserved Obstacle to Women's Decision Making

Knowingly or unknowingly, women themselves can sometimes be an obstacle to their decision making opportunity because of some reasons UN (1995a). First of all, due to extreme poverty, many women have a lack of interest in education as a tool for advancement. Illiteracy then is high among women and their family duties often prevent them from remaining in school or concentrating on their studies. As a result, they lack awareness and welcome subordination and inferiority to men. This in turn makes women strive merely to improve their socio economic status but not to try very hard to attain decision making level. The second challenge is the low level of social consciousness and lack of interest in fighting for gender equality. As women are

Government Employed *Women*

not educated because of various reasons in many cases, they are not in the state of being able to use their senses and mental powers to understand what is happening to them. Moreover, there are few resources within the government for promoting gender equity which the women cannot use because of lack of education and training. A third challenge is divisions and discrimination among the women within the group. Rather than encouraging each other, women who are beginning to succeed will often be held down by other members of the group or their families. Fourth, women's organizations are often controlled by political parties, which can distract these organizations away from their original missions. The final challenge is the large number of bureaucratic barriers that women's organizations must deal with in order to remain active and participate in the political process. These problems then presuppose making arrangements for women to be enrolled in schools prevent dropout and give them an ongoing training so that they keep abreast with the current issues of women's decision making.

Chapter Three: Research Design and Methodology

3.1 Area Sampling

The study was conducted in Nekemte town which is found in the western part of the country at a distance of 332km from Addis Ababa. This town is found in Oromia region and it is the capital city of Wallega Zone. The town has the population of 102,034 according to the census made in 1999 and its population constitutes 4.36% of the whole population in its zone. The total area of the town is estimated to be 5480 hectares, and it is bounded in the east by West Shoa Zone, in the south by Jimma Zone, in the west by West Wallega zone in the north by Amahara and Benishangul-gumuz regional state respectively. The majority of the people in the town are Oromo, and the official language is the Afan Oromo. (Oromia Civil Service Nekemte Branch)

3.2 Demographic and Socio-economic Characteristics of Nekemte town

Demography: - According to the 1999 population and housing census, the total population of Nekemte town is estimated to be 102,034 as explained above. The sex distribution of the population is predominantly female and it is estimated that 55% of the residents are female and 45% are male. The age distribution of the population indicate that 25% are children under the age 18 years and 75% young and adult above the age of 18 years. The number of government employed women in the town is 808 according to the Oromia Civil Service, Nekemte branch.

Socio-Economic features: - The great majority of the population in the town is in small businesses and most of the residents' income is very low. Generally, the overall socio-economic map of the town shows that basic social service providing institutions and infrastructures like

school, health centers, clinics, hospitals asphalted and cobbled roads and other institutions are available but not enough.

3.3 Population Sampling

The respondents of the study and main sources of data for this study were the 260 government employed women of Nekemte town sampled from the 808 government employed women of the town.

3.4 Sampling Techniques

A good sampling method should be used to ensure its representativeness of the whole population and enrich the reliability and validity of the research result. Accordingly, the researcher used Krejcie and Morgan's (quoted in Singh, M 2008 p.20) sampling method in which no calculation is needed and took 260 women out of government employed women of 808 in Nekemte town. Then, if the population size is 800, the required sample size is 260; and if the population size is 850, the required sample size is 265 respectively. But as the government employed women in Nekemte town are 808 (Oromia Civil Service, Nekemte branch) and as the population size 50 requires roughly the sample size 5 according to Krejcie and Morgan, the researcher took 260 sample size from 808 women. This means that the population size 800 requires 260 sample sizes and the population size 850 requires 265 sample size according to Krejcie and Morgan. Depending on these scholars' sampling techniques, 260 sample size was taken as there is no sampling size coming between 800 and 850 population and as 808 is by far below 850.

Government Employed *Women*

Then, the 808 employed women were written down alphabetically, and the fourth women were taken from the alphabetized number of the women until the required number is obtained. After the 260 women had been selected, 30 women were given additional task of participating in focal group discussion and an in-depth interview. The 30 women who had been given double tasks were selected from Nekemte College of Teacher Education and Nekemte Hospital using purposeful sampling methods as that kind of sampling is typical of an in-depth interview and focus group discussion. The staff of Nekemte Hospital assisted in identifying potential candidates that could provide the required information where the ones selected by the researcher from Nekemte College of Teacher Education were selected carefully by the researcher himself and other staff members. The thirty women from the two institutions were selected because of their willingness to accomplish double tasks and because of others refusal to accomplish double tasks. The fact that the thirty women accomplished double tasks made the research work to be triangulated and more reliable.

The selections of the respondents for focus group discussion and an in-depth interview was first thought to be made by alphabetizing their names and by taking the ones that come fourth until the required number 18 and 12 were obtained in both institutions. But as purposeful sampling method was believed to be better by far and as the selected respondents had to be people who were well informed about the issue to provide information as Roger and Nall (2003) explained, the researcher employed purposeful sampling methods by changing what he first put in his research proposal. Thus, 30 respondents were selected from the two institutions using purposeful sampling method.

After that the questionnaires which were prepared in English and were translated into Afan Oromo Language assuming that there were women who would have some difficulty in understanding English were distributed. Then, the ones translated into Afan Oromo were distributed to women who said that they had difficulty in understanding English.

3.5 Research Methods and Tools

As research is a systematized body of knowledge, it should be conducted in line with accurate classification of facts, discovery of new facts and then with the objective of attaining sound and logical conclusion. Then, the data collecting instruments were structured and were made ready assess questionnaires with both open and close-ended items, in-depth interview, and focus group discussion. All the instruments were checked and feedback was received from 8 individuals who have experience about women's decision making. Consequently, accurate methodological framework was employed during the research work in order that the findings bear reliable and valid research findings. Therefore, the researcher planned different methodological procedures and various analytical techniques to achieve the set objectives of the present study on 'Challenges of Employed Women's Decision Making in Government Office: The case of Nekemte town.'

The researcher used both quantitative as well as qualitative methods in order to get the desired result. While more emphasis was given to the qualitative method, quantitative analysis was used as a supplement to the former approach. Appropriate and pertinent research sources such as books, brochures, journals, articles, reports, etc. on women's decision making issues were examined and presented in this study.

3.6 Data Collection Procedure and Technique

As ‘Challenges of Employed Women’s Decision Making in Government Offices: The Case of Nekemte town’ is in essence a new idea, the questionnaires prepared on the issue were tested with eight women who had longer work experience; then small improvements were made to the questionnaires. After all the necessary data collection tools had been completed, the researcher selected two data collectors, gave them brief training and orientation on the subject matter, checked the validity and reliability of the instruments and then sent the data collectors to the offices where data had to be collected in Nekemte town. Then, the information was collected from the respondents through questionnaires and guidelines under the direct involvement and close supervision of the researcher. The focus group discussion and an in-depth interview were also held with government employed women of Nekemte town by the researcher himself.

3.7 Validity and Reliability

The researcher used triangulation technique to enhance the validity and reliability of the research findings. Mathison, (1988) and Patton, (2001) declared the use of triangulation by emphatically explaining that research finding could be strengthened if different methods are combined when research is conducted. Hence, qualitative and quantitative methods, along with other methods, were used so that one covers the weakness and the gap that the other has.

3.8 Data Analysis Procedures and Techniques.

The data collected by questionnaires, interview and focus group discussion were compiled, tabulated and clearly indicated the result in percentage. On the other hand, the qualitative data collected (in-depth interview, focus group discussion) were reported directly by

Government Employed *Women*

quoting the respondents so as to understand them speaking their minds. In addition to primary data results, related literature was used to further strengthen the findings. As qualitative methods are usually employed for deep- rooted studies that attempt to interpret social reality (Roger and Nall, 2003) and as women's decision making issue is one aspect of social reality, qualitative analysis is believed to provide an appropriate understanding of the subject. As indicated above, structured questionnaires, focus group discussion, in-depth interview methods and relevant literatures were used for the purpose.

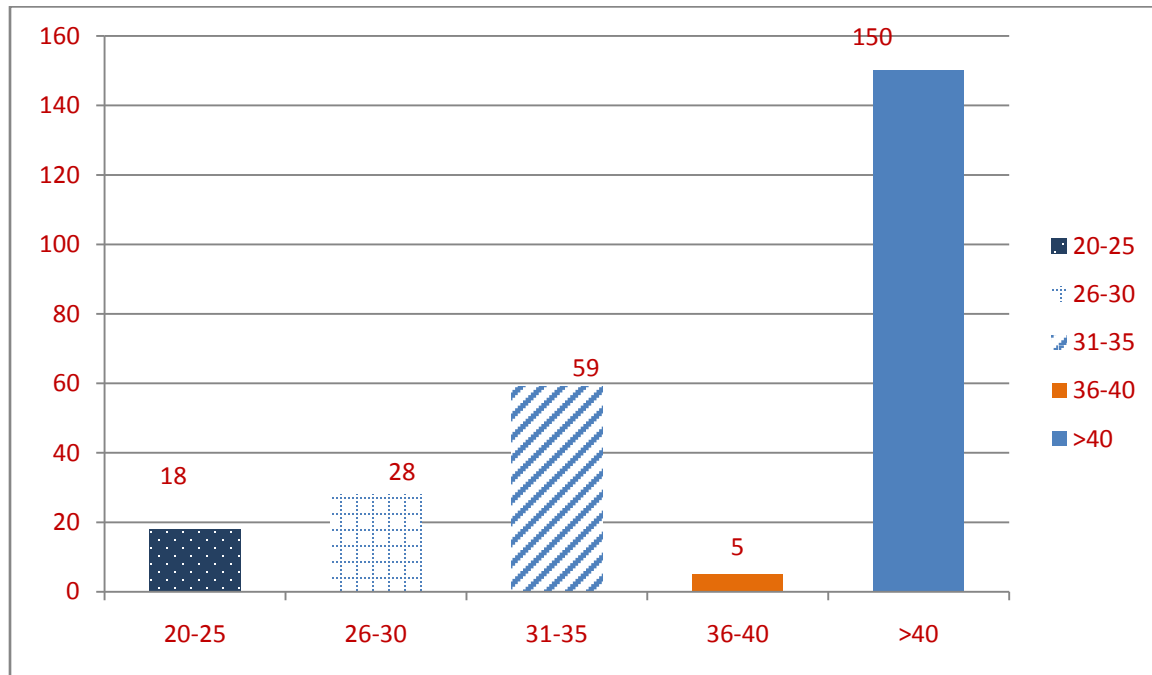
Chapter four: Findings, Discussions and Analysis

4.1. Characteristics of the Respondents

This chapter explores the background characteristics of the respondents considered in the study. Regarding the quantitative study, it involved a total of 260 respondents from which the 30 respondents were deliberately made to involve in an in-depth interview and focus group discussion by taking additional tasks with the objective of triangulating the research findings. The age of the study participants ranged from 20 to 50 and above. Most of the participants were above the age of 30 and were predominately followers of the Protestant Church. All the respondents knew that there were problems of women's decision making in Nekemte town in government institutions, but the level of their understanding about the problem varied. The respondents had been government employees in different institutions from one to more than twenty years. It was observed that the participants differ in their marital status, i.e., consist of single, married, widow and divorced women. The background characteristics of the respondents and their responses regarding Challenges of Employed Women's Decision Making in Government Offices: The Case of Nekemte town were presented below with figures and short briefings.

Government Employed Women

Figure 1: Age Distribution of sample population

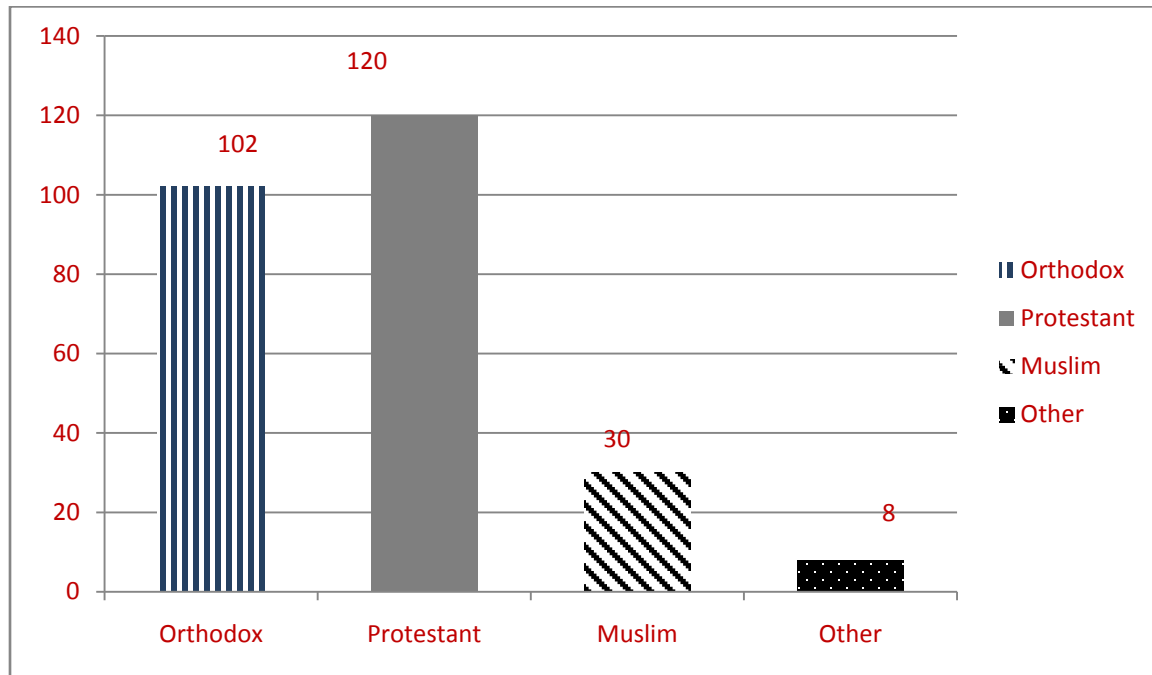


Source: Survey conducted by the researcher

As indicated in pie chart above, the age distribution of sampled population who were above 40 years is 57% and this clearly shows that these respondents were experienced and had wider knowledge about women's decision making in government offices of Nekemte town. Because of that, the responses that they gave about women's decision making were reliable, true and sound.

Government Employed Women

Figure 2: Religions of Sample Population

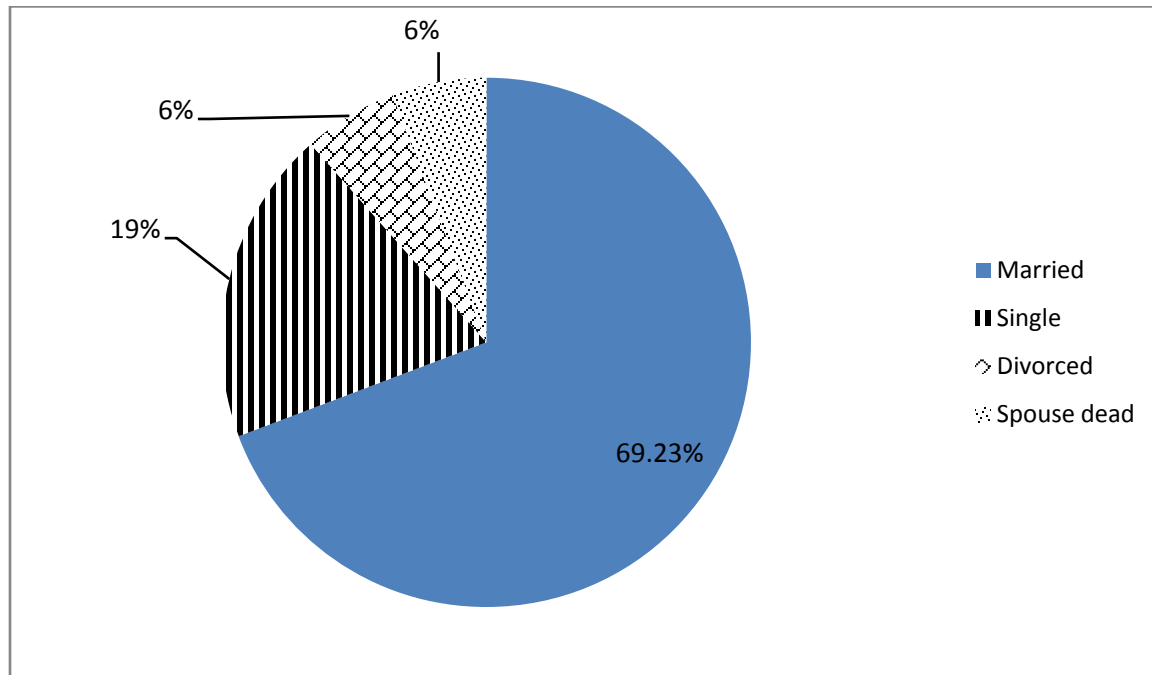


Source: Survey conducted by the researcher

As it is indicated above, 120 of the respondents were Protestants, 102 Orthodoxies, 30 Muslims and 8 of them were others. This showed that the respondents were from different religious backgrounds; the different religions had doctrines of their own in which women's roles were stated when they were single, married, divorced and widowed; as a result, they gave reasonable, sensible and sound responses by relating to the decision making problems that they noticed in their respective religions in their government offices in which they were employed in Nekemte town.

Government Employed Women

Figure 3: Marital status of sample population

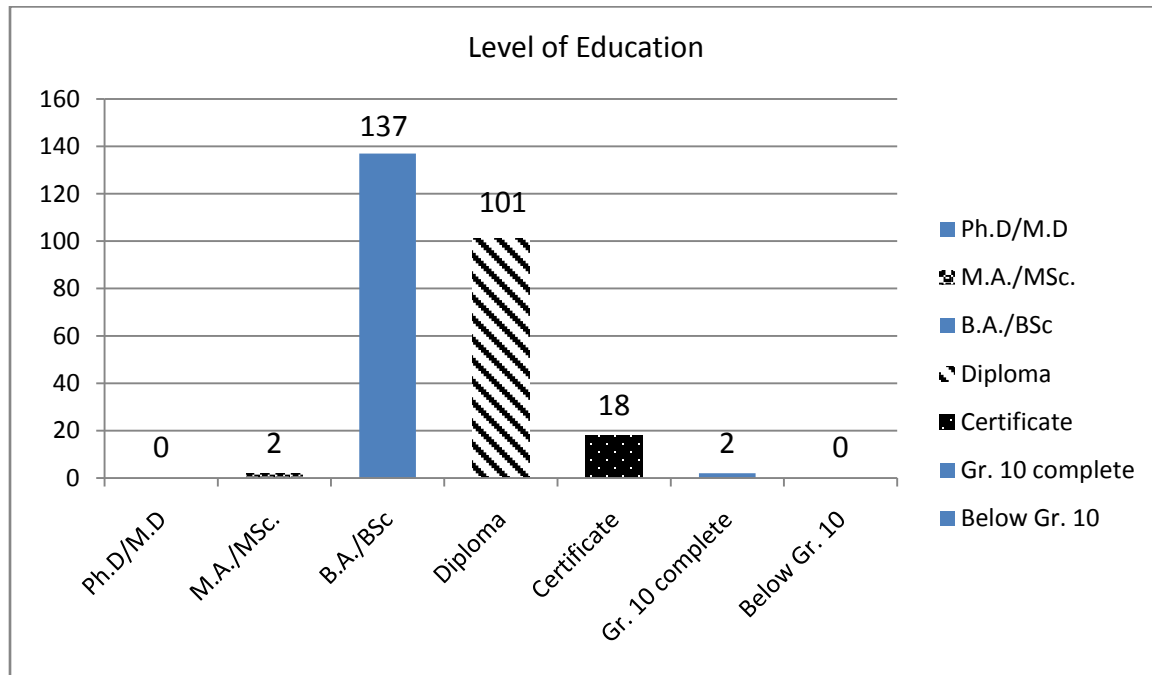


Source: Survey conducted by the researcher

As figure 3 indicates, the 69.23% of the respondents were married employed women working in different institutions in Nekemte town, and they had the burden of house work chores in addition to the denial that they underwent because of failure to make decisions in their respective institutions. Then, the response that they gave about women's failure to make decisions in their respective institutions was valid and acceptable.

Government Employed Women

Figure 4: Sampled population by education

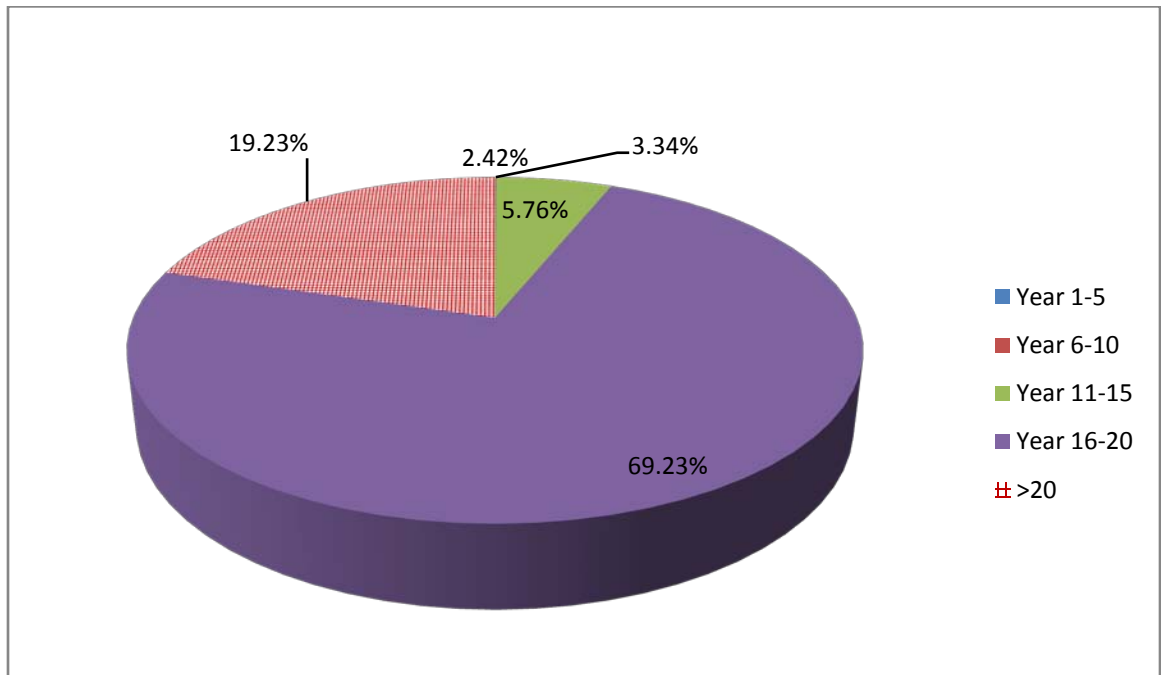


Source: Survey conducted by the researcher

As the figure above shows, the level of education of the respondents were 137 for B.A/BSc., 101 for diploma respectively and it would be possible to assume that the responses that these respondents gave were reliable and valid because they were all relatively educated and could give sound and valid responses about government employed women's decision making in Nekemte town because they had awareness about the issues of women's decision making because of being educated to some extent.

Government Employed Women

Figure 5: Stay in Employment of Sample Population

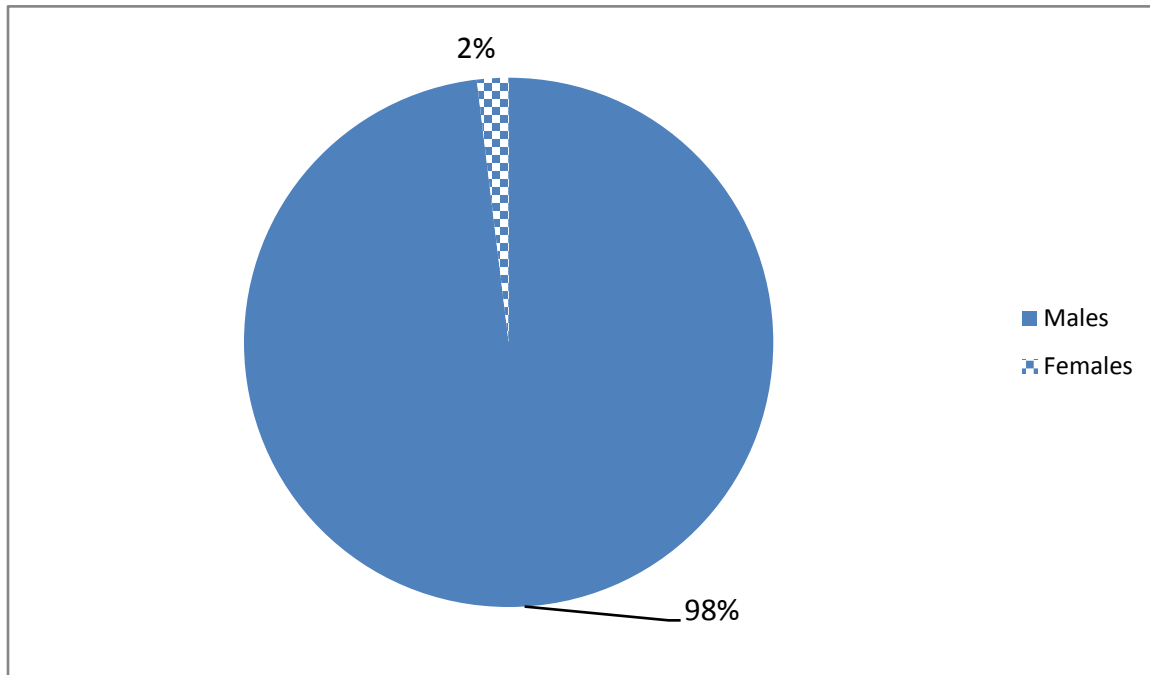


Source: Survey conducted by the researcher

As it was clearly indicated in the above figure, the majority of the respondents 69.23% had a good experience of women's decision making and the reliability and validity of the research findings was enhanced to some level because of that.

Government Employed Women

Figure 6: Top Leadership Opportunity of the Sample Population

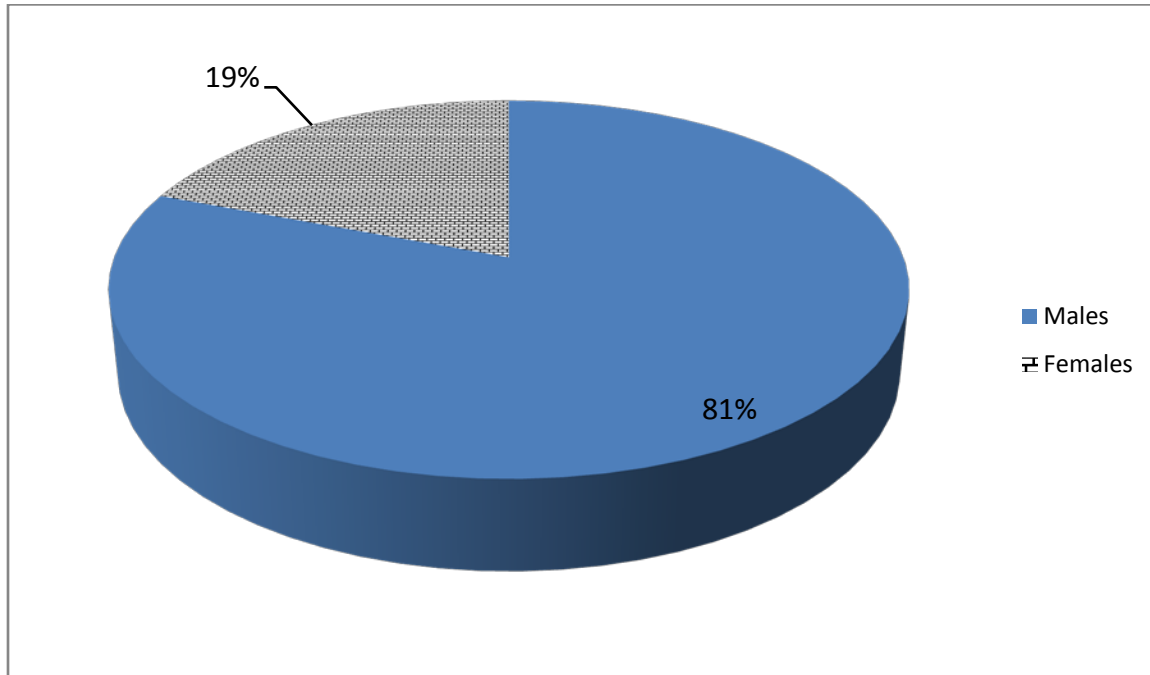


Source: Survey conducted by the researcher

As the figure above indicates, 98% of the respondents explained that top leadership opportunity was in the hands of males at the top position where only 2% respondents said that it was in the hands of females. This is an indication that females do not have the opportunity of taking top positions in government offices in Nekemte town and consequently they cannot make decisions at all. This takes us to the conclusion that the decision making chance as the whole is in the domain of men in government offices of Nekemte town.

Government Employed Women

Figure 7: Subordinate Leadership Opportunity of the Sample Population

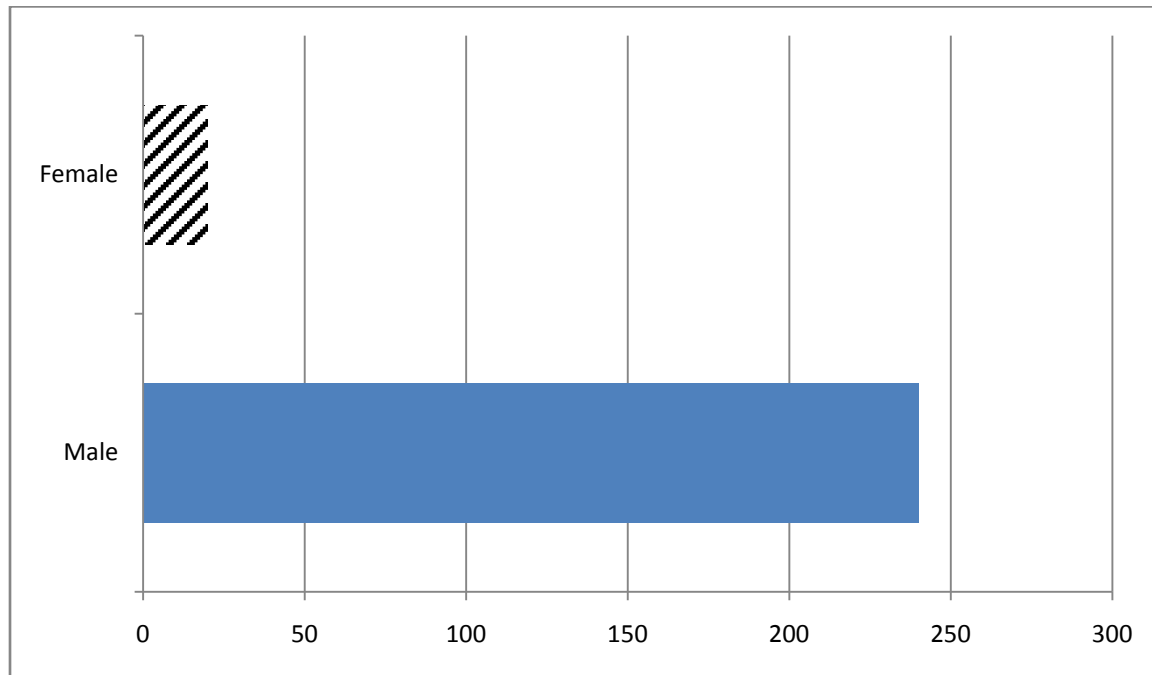


Source: Survey conducted by the researcher

As indicated in the figure above, 81% of the subordinate positions were the males' domain where only 19% were taken by the females which again indicated that even the subordinate positions were by far in the control of the males and then it was pretty clear that decision making was as the whole in the hands of the males.

Government Employed Women

Figure 8: Sample Populations Who Have Their Opinions Accepted as to What to Buy

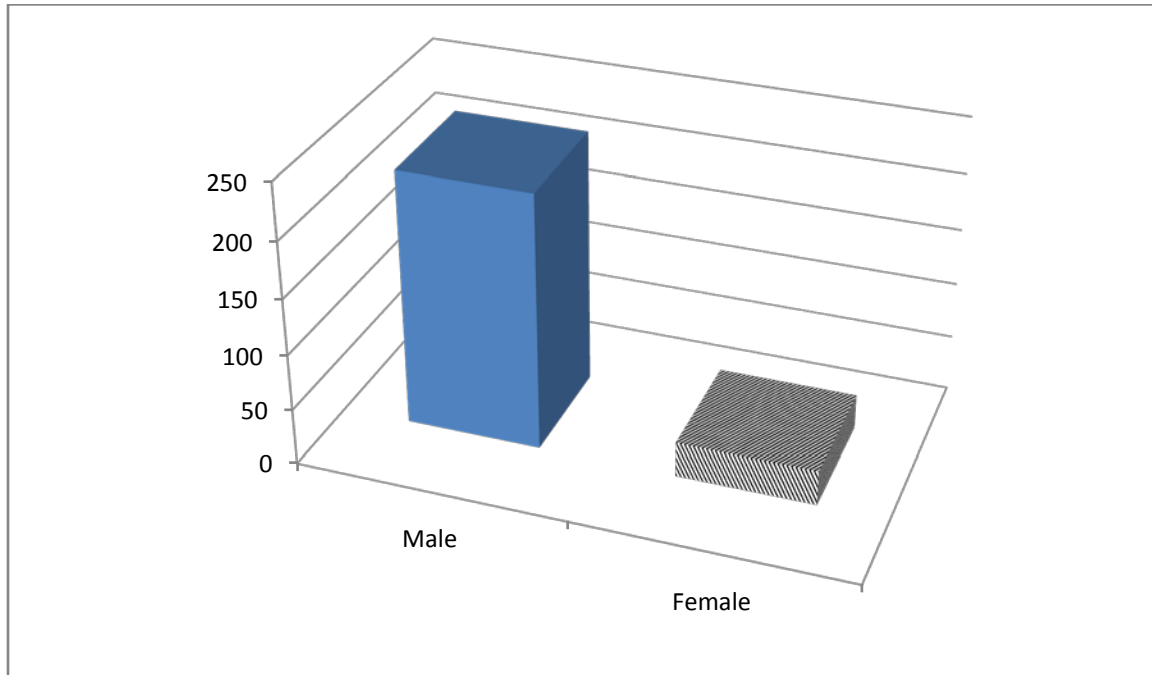


Source: Survey conducted by the researcher

As it was indicated above, 240 of the respondents stated that males had their opinions accepted as to what should be bought in their respective institutions in government offices of Nekemte town where only 20 of them explained that females had their voice heard as to what to be bought which was an indication that females were not in a position to suggest something and then had it accepted as they and their ideas were held in contempt.

Government Employed Women

Figure 9: Sample Population Holding Themselves Responsible for Institutions' Possessions

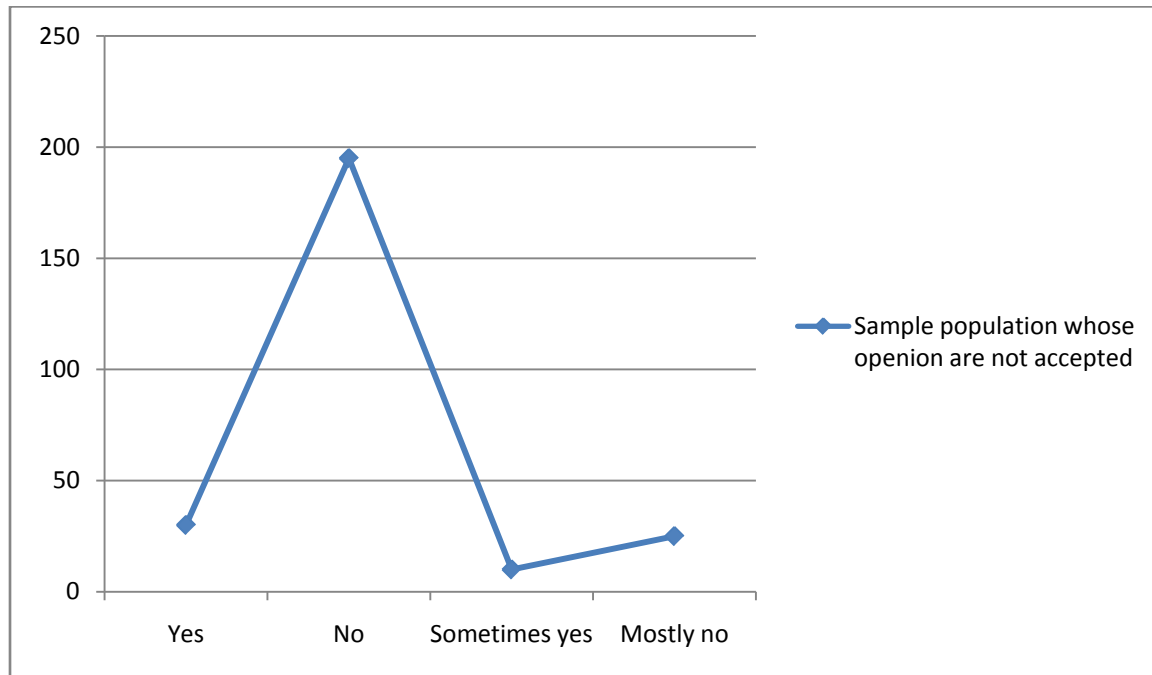


Source: Survey conducted by the researcher

As indicated in the above figure, the respondents who stated that the males made themselves responsible for the property were 229 in number; and when they gave their reasons, they generally explained that the males in almost all cases made themselves responsible for everything. They also stated that women were not at all trusted to take care of any possessions of the organization and only 31 of the respondents said they shoulder the responsibility of taking care of the organizations' possessions. If they were not trusted to take care of their organizations' possessions, they would not be allowed to make decisions at all.

Government Employed Women

Figure 10: Sample Population Whose Opinions are not Accepted

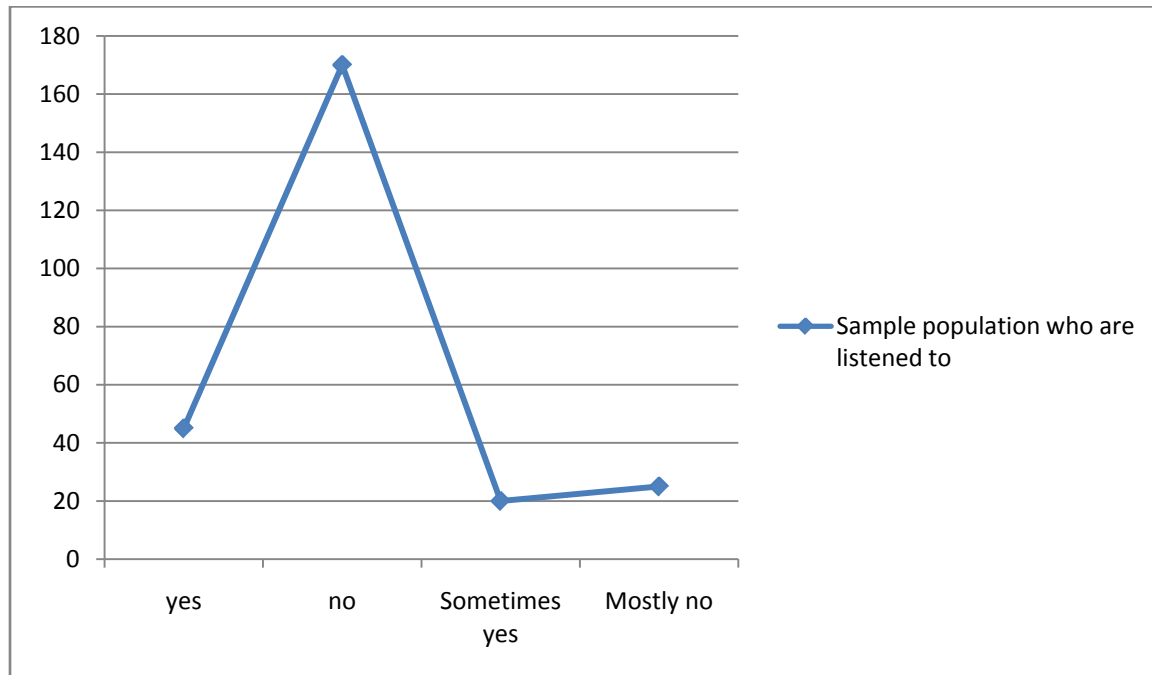


Source: Survey conducted by the researcher

As it is clearly shown in the above figure, the majority of the women, 75% of them are respondents whose ideas are not accepted by their bosses in their respective institutions whenever they forward opinions and suggestions either in meetings or when they talk to their bosses in person as their points are disregarded. Only 11.53 % of them are respondents whose agreements are secured and this clearly shows that women's ideas are very often rejected as they do not have authority and decision making power.

Government Employed Women

Figure 11: Sample Population Who are Listened to

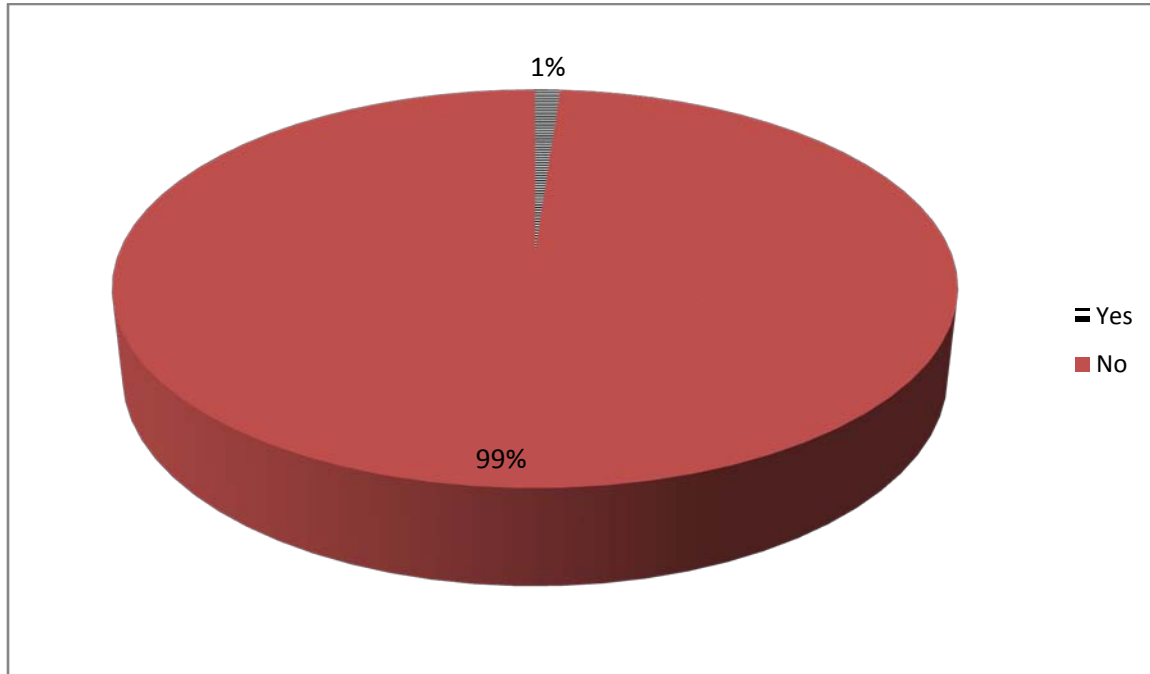


Source: Survey conducted by the researcher

As it is indicated in the figure above, the respondents who were listened to were only 17% and the majority, 65% of them, were not listened to by their bosses; it was again an indication that office leaders, who were males in most cases do not listen to women as the women were just considered to be unwise and ignorant and did not know as to how things should be and as to how things should be done. This was again clear indication that Government Employed Women of Nekemte town could not make decisions as they were even not listened to when they gave suggestion on matters which were trivial.

Government Employed Women

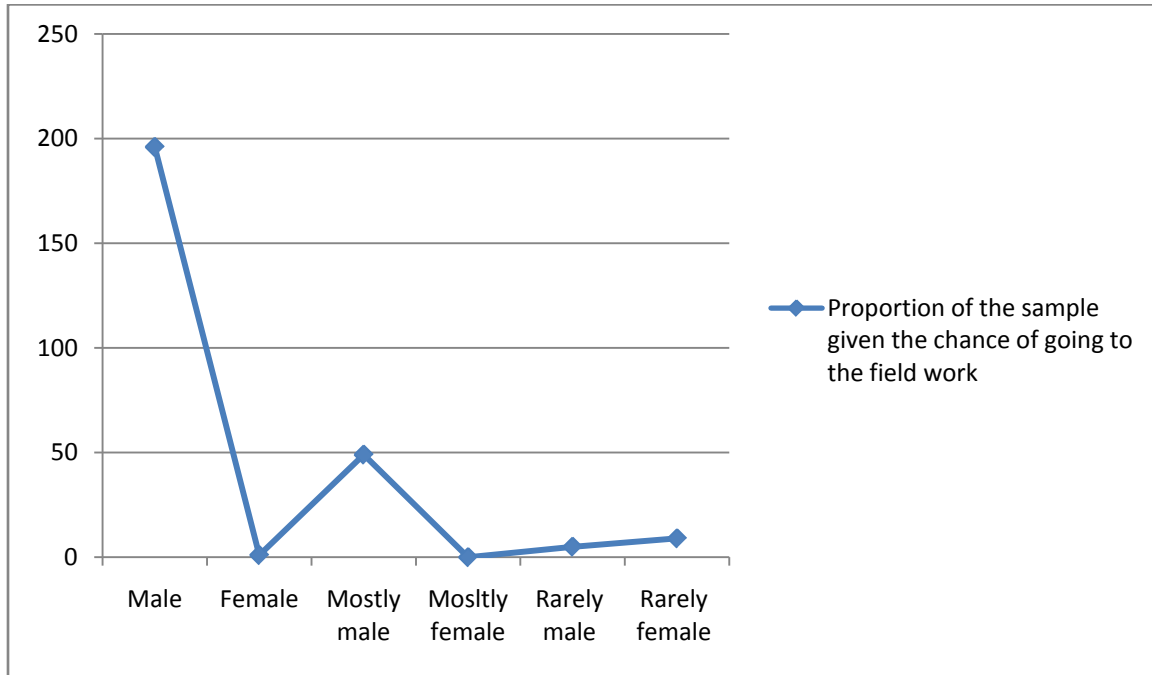
Figure 12: Sample Population Who Have not Had Female Leaders



Source: Survey conducted by the researcher

As it was indicated in the above chart, 99% respondents did not have female office leaders in the durations of their employment in their respective offices in Nekemte town and only 1% of them had female office leaders. Here, it was very obvious to see that women in almost all cases did not get the chance of coming to the leadership position as a result of which they did not have the chance of decision making. Hence, as decisions could only be made when someone was in position, almost all women, 99% of them did not have women office leaders ever since they had been employed in different government offices of Nekemte town which was a clear indication that women did not come to positions; as a result, they could not make decisions as decision making was only possible when one seized political power.

Figure 13: Sample Population Who Frequently Go for Field Work

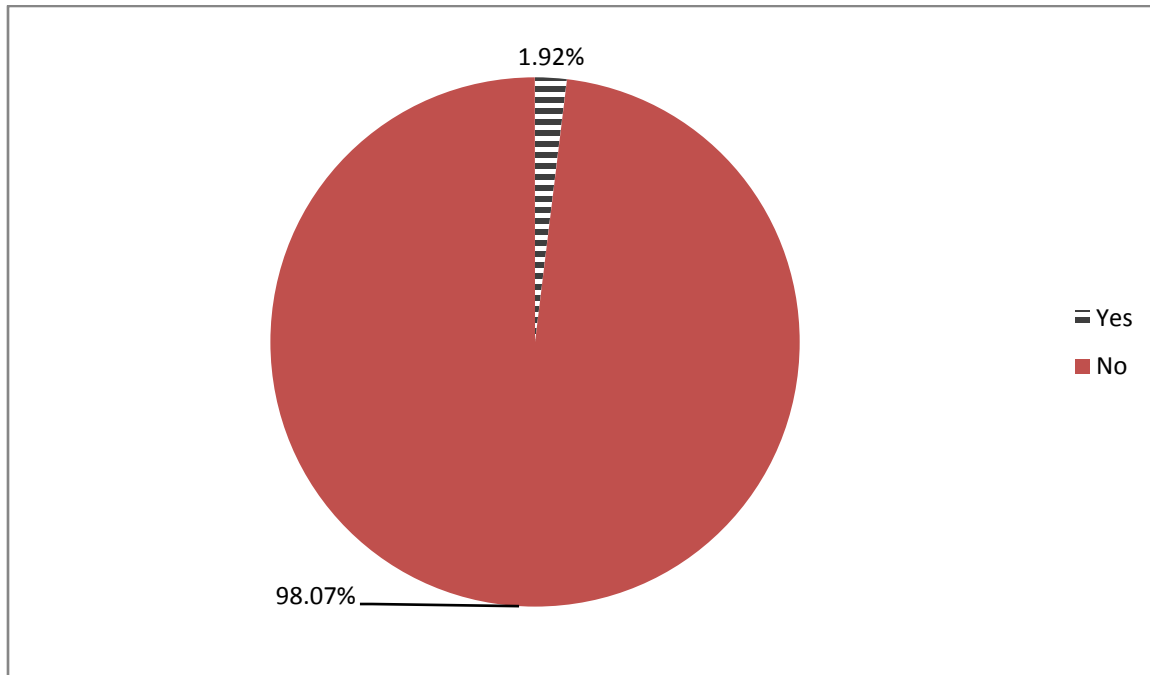


Source: Survey conducted by the researcher

As it was indicated in the figure above, only 2% female employees got the chance of going to the field work by which per diem was earned where that of the males' share was 76%. This was clear indication that females did not get the chance of supplementing their economy as the decisions about going to the field work was normally made by the bosses who were in almost all cases males. This negatively affected the decision making opportunity of women because the more one was capacitated economically the better his/her decision making chance would be. Again here, women were seen to be far from decision making opportunity because it was monopolized by the males.

Government Employed Women

Figure 14. Sample Population Who Have Had Proper Qualification and have been Candidate for a Certain Position

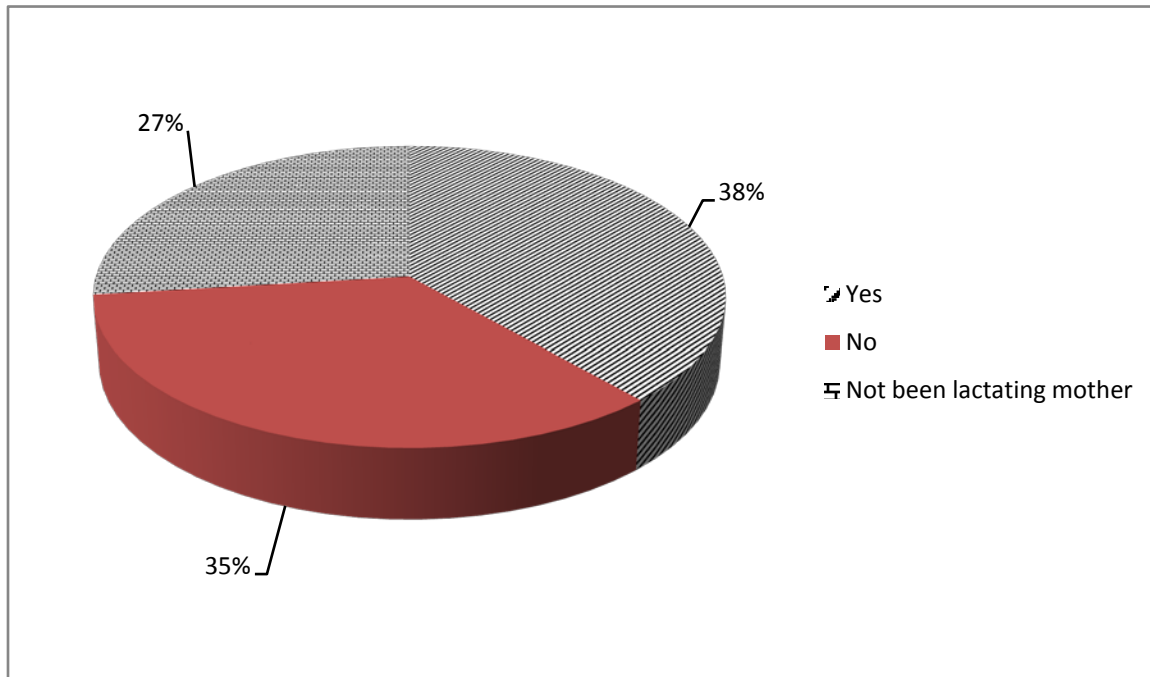


Source: Survey conducted by the researcher

The above figure indicates that, the respondents, inspite of having had proper qualification do not get the possibility of being candidate for certain positions. These shows that no matter what qualification respondents have, they are not given the opportunity of giving leadership in institutions. As a result of which the women's decision making is always affected negatively.

Government Employed Women

Figure 15: Sample Population Who Have Had Arguments with Their Bosses because of being Lactating Mothers



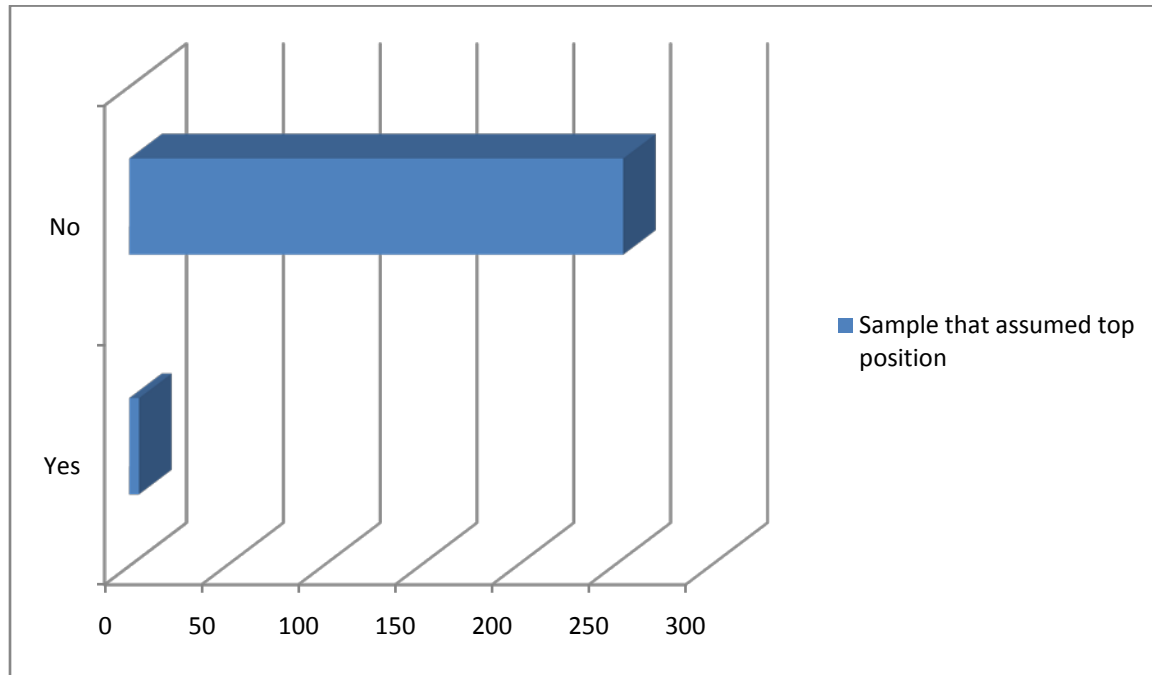
Source: Survey conducted by the researcher

The sample who said that they had argument with their bosses because of being lactating mothers were 38% and those who said that they did not have arguments were 35%. In addition, those who had no argument were 27% had not been lactating mothers. The 27% respondents who had not been lactating mothers and who had not had argument would increase the percentage of those sample who had argument and the 38%, i.e. the percentage of respondents who had arguments would have increased considerably. It was here shown that government employed women's of Nekemte town suffered the consequence of having given birth to children as obviously males held positions and as they did not understand the problems of child bearing mothers. If women had been in position to make decisions, they could have lengthened the duration of maternal leave and

Government Employed Women

could have avoided the problems that lactating government employed women face in Nekemte town after child bearing.

Figure 16: Sample Population that Said Who Assumed Top Positions

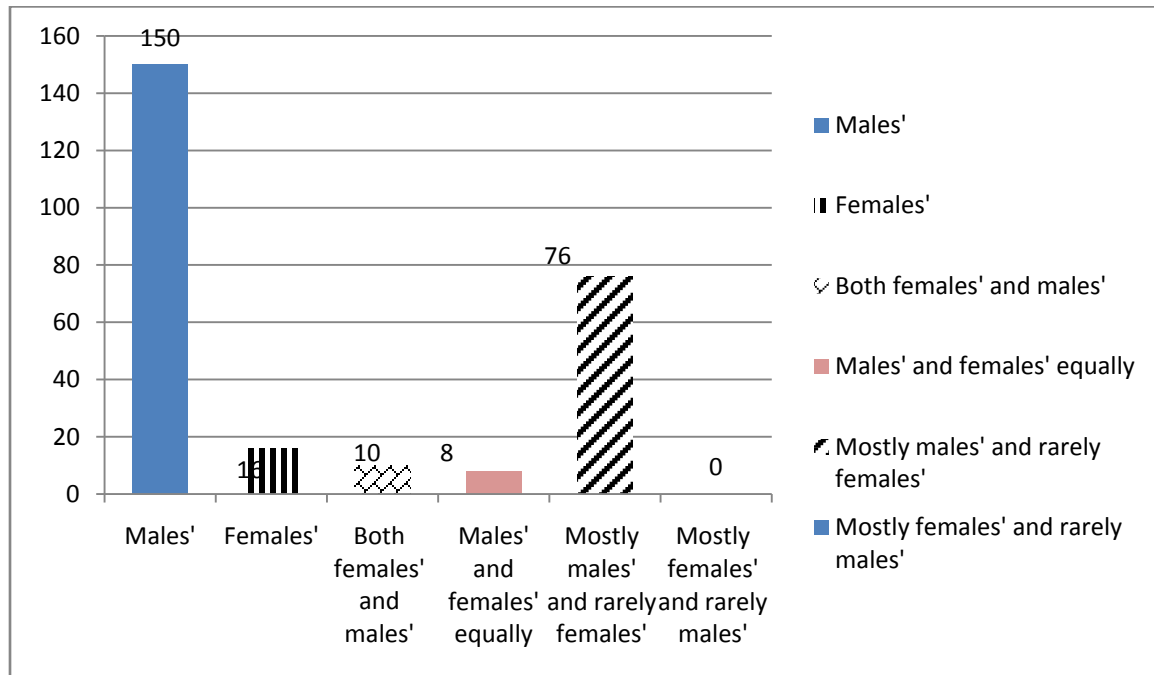


Source: Survey conducted by the researcher

As indicated above, 255 of the respondents stated that males assumed top positions and it was clear that top positions from which top decision making came from were held by males as a result of which women utterly failed to make decisions even at the grassroots level. Here, decisions were solely made by males and females did not have any way of having their voice heard other than submissively accepting what their male counter parts decided.

Government Employed Women

Figure 17: Sample Population Whose Opinions are Accepted during Meetings

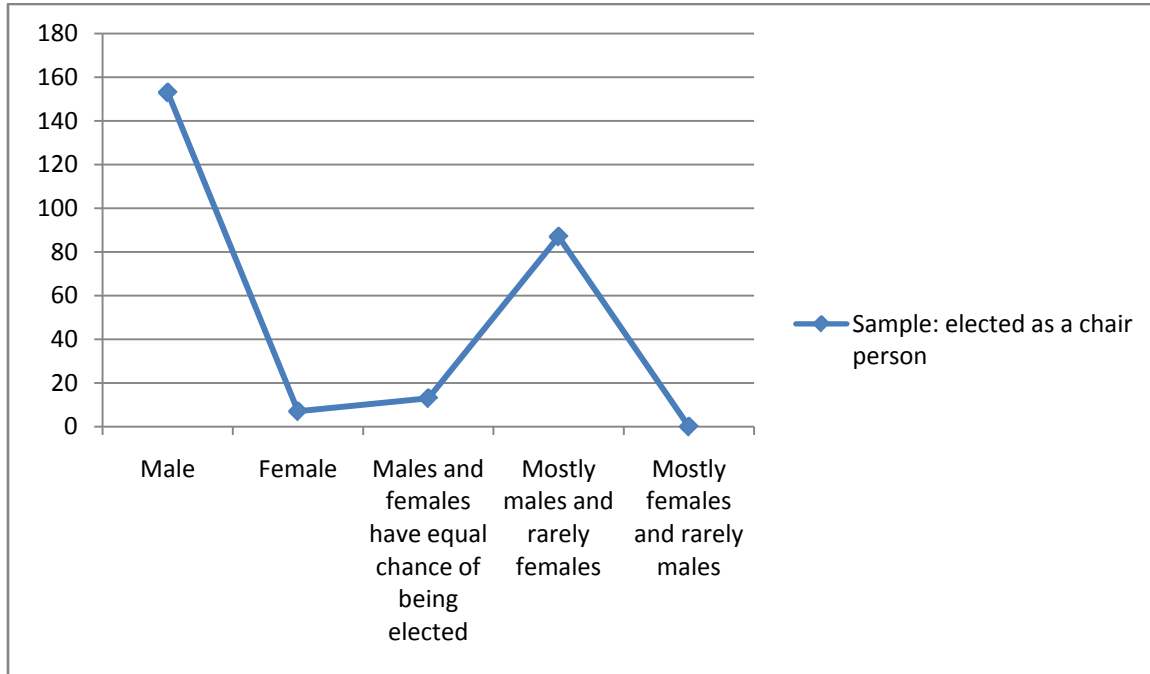


Source: Survey conducted by the researcher

As indicated above 150 respondents explained that males' opinions were mostly accepted during meetings and they also stated that the reasons were just because of the traditional beliefs that women were not good at suggesting sensible reasons. They further said that women's suggestions and opinions were worth rejecting because it could lead to something that could downfall and collapse the affairs that the community could benefit from.

Government Employed Women

Figure 18: Sample population that indicated who were elected as chair persons for something to be done for the time being

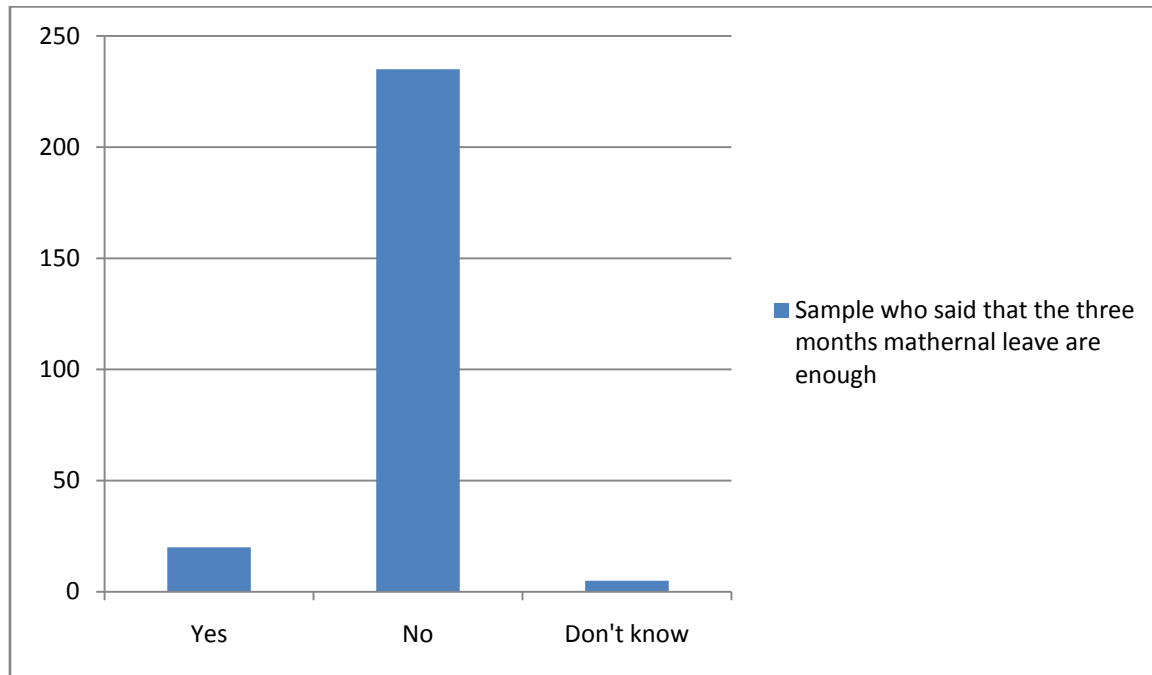


Source: Survey conducted by the researcher

As it was indicated above, 153 of the respondents showed that males were elected as chairpersons of certain committees that were established to carry out some simple provisional tasks and females were only 7. In addition, 87 of them responded that males were mostly elected as chairpersons while only 13 respondents said they had equal chance of being elected to lead provisional committees established to accomplish a certain provisional task. Accordingly, the decision making chances on different issues were in most cases in the hands of the males.

Government Employed Women

Figure 19: Sample population who said that the maternal leave (3 months) enough

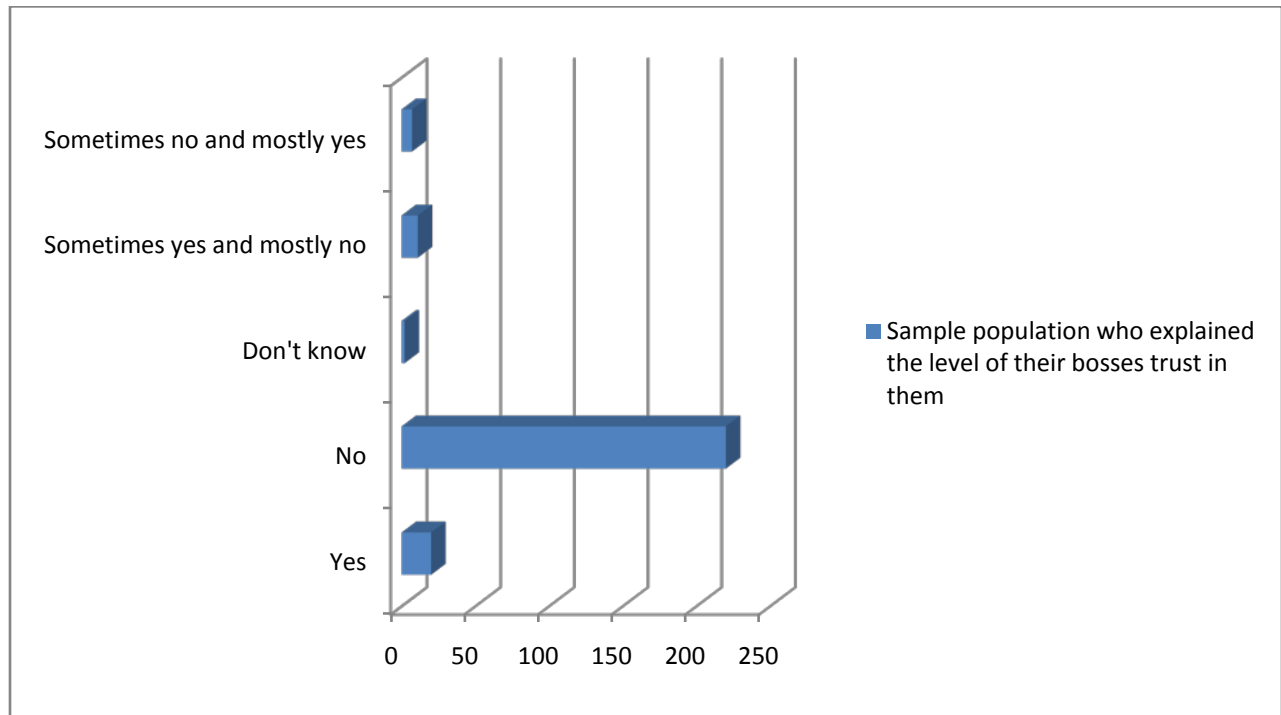


Source: Survey conducted by the researcher

As it is indicated here, 235 of the respondent said that the 3 months maternal leave was not enough and 8% said that it was enough; this clearly showed that the respondents, in most cases, were women who had given birth to children and had the experience about the problem. Then, the truthfulness of the respondents' points were unquestionable and reliable because the response normally came from the experience of the respondents who had the experience.

Government Employed Women

Figure 20: Sample population who explained the level of their bosses' trust in them

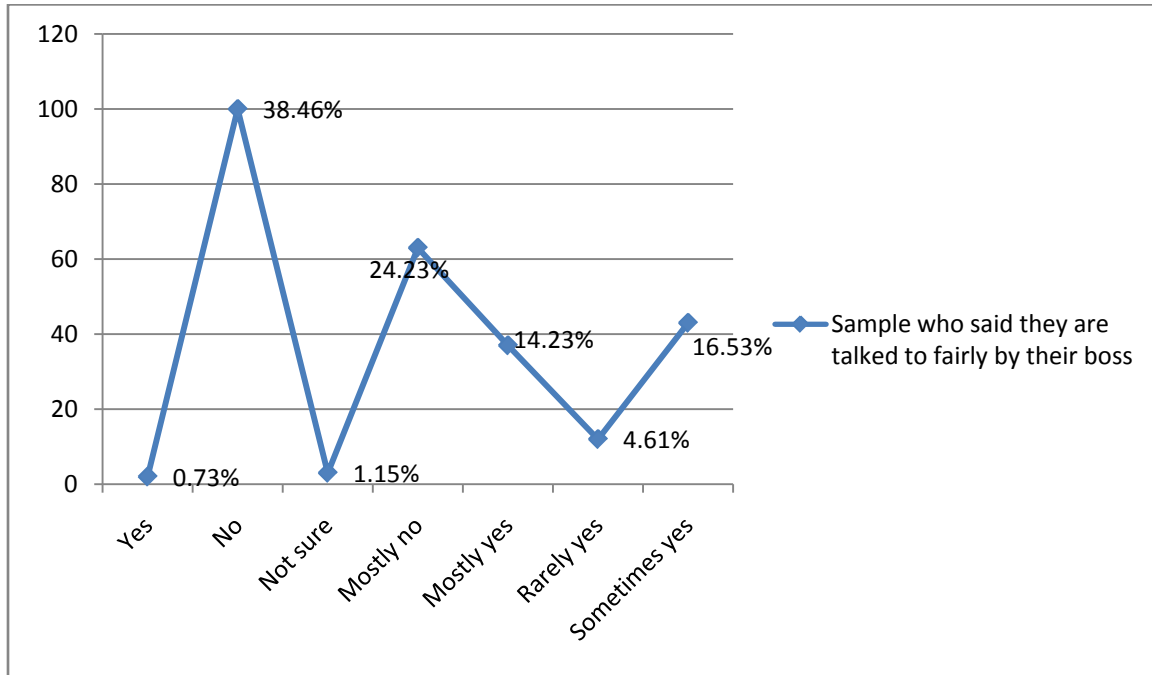


Source: Survey conducted by the researcher

As indicated in the figure above, the respondents who said that their bosses did not have the same trust that they had in the males were 220 which showed that the women were not trusted because they were not regarded to shoulder some kind of responsibility that the males bore. Then, it was clear that if someone was not trusted, he/she was not given any responsibility and position; if responsibility and position were not given to him/her, he/she could not make decisions at all. Then, decision making was not in the hands of the women, but just in the hands of men.

Government Employed Women

Figure 21: Sample population who said that they are talked to fairly by their bosses

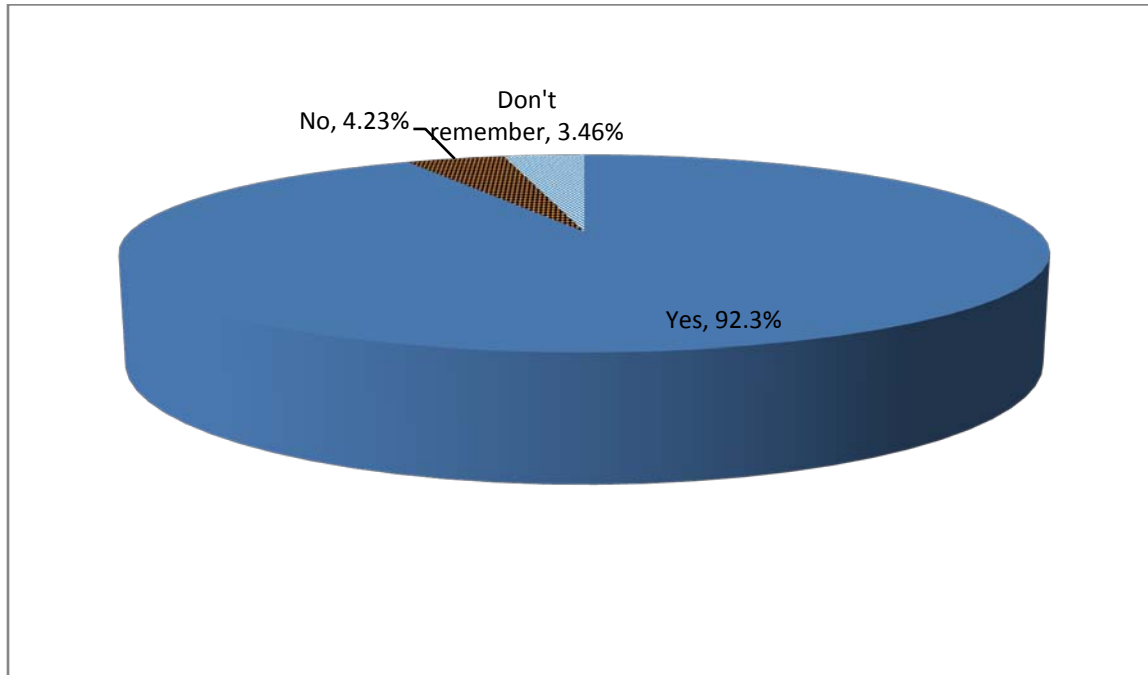


Source: Survey conducted by the researcher

As indicated in the above figure, respondents who said that they were talked to fairly were only 0.73% where those who said that they were not talked to fairly were 38.46%. In addition, respondents who said mostly they were not talked to fairly were 24.23%. This showed that women were talked to in bossy way because decision making opportunity was not in their hands and often they were held in contempt. Hence, as it was indicated here government employed women of Nekemte town were talked to despicably as decision making opportunity was not in their hands.

Government Employed Women

Figure 22: Sample population who said that they had been harassed sexually

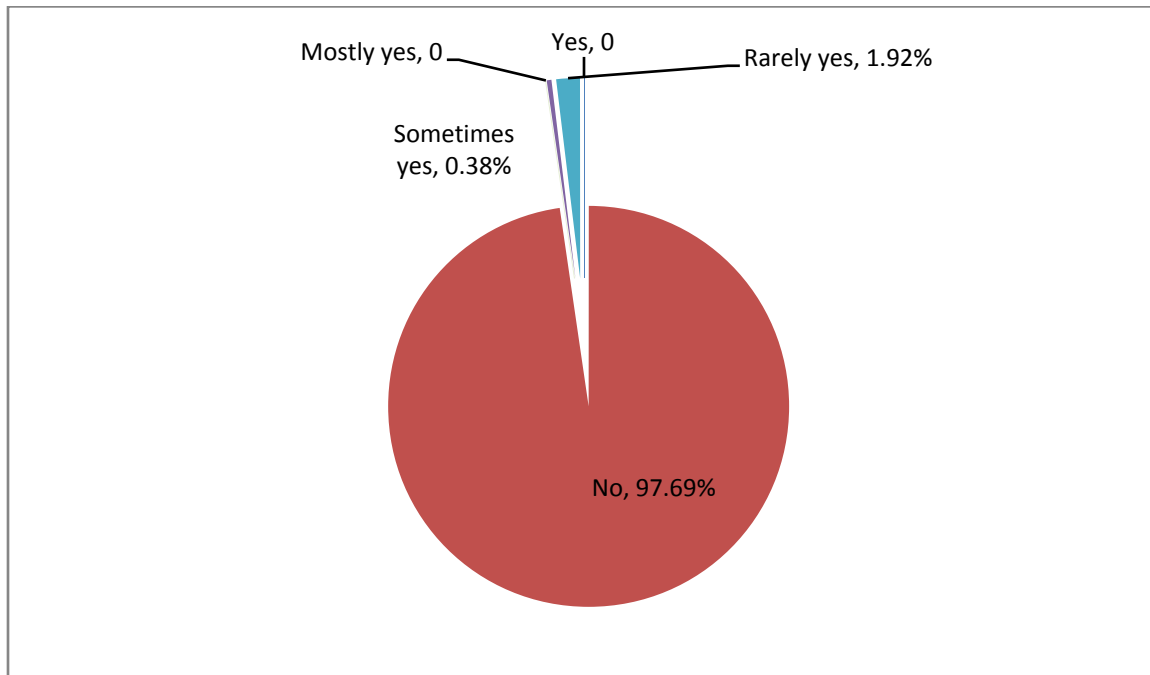


Source: Survey conducted by the researcher

The above pie chart indicates that 92.30% of the respondents had been harassed sexually, and the sexual harassment normally happened when people thought the victim to be harassed was powerless and docile. This again showed that women were dependent and were out of decision making arena; they were tied with the tradition which had devoid them of decision making power and they were maltreated because the maltreatment, in most cases, did not bring any problem to the perpetrators. Most of the respondents said that they did not say anything after they had been sexually harassed because of two reasons: one was fear of being sacked from work and the other was facing different bureaucratic problems that their boss would try to put upon them.

Government Employed Women

Figure 23 Sample populations who reacted to sexual harassment

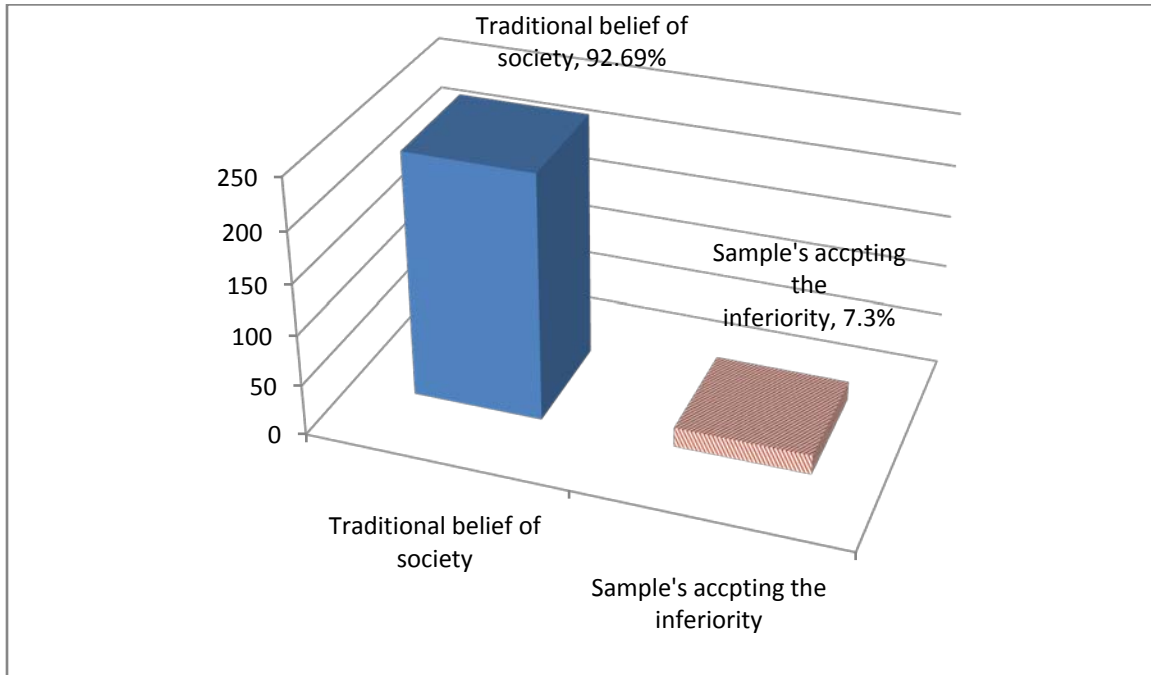


Source: Survey conducted by the researcher

As indicated above, the respondents who reacted to sexual harassment were 2.21% where 97.69% did not at all reacted because of different reasons that the respondents themselves explained. One was that the victim could suffer marginalization and there could also be demotions or being transferred to furthest places or even being sacked. Thus, the great majority of the respondent preferred accepting the harassments than suffering the consequence

Government Employed Women

Figure 24: Sample population that explained reasons for their failure to make decisions

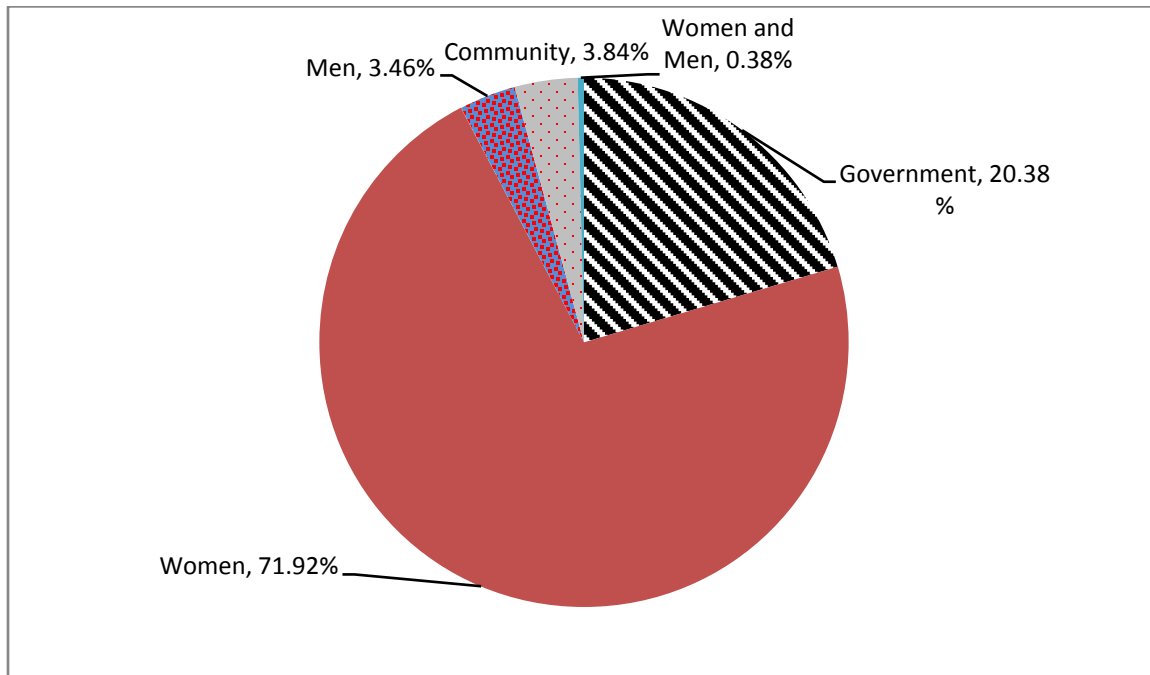


Source: Survey conducted by the researcher

As it was indicated in the above figure, 92.69% of the respondents failed to make decisions because of traditional beliefs and 7.30% of the respondents because of their accepting their inferiority. Here, it was indicated that the old traditional beliefs played greater role in preventing women from decision making and it really needed taking different worth mentioning measures to change the situation radically.

Government Employed Women

Figure 25: Sample population showing how women's decision making can be improved



Source: survey conducted by the researcher

It was indicated here that 71.92% of the women's decision making opportunity could be improved by the help of the women themselves, 20.38% by government, 3.84% by the community, 3.46% by men and 0.38 by men and women jointly. This then showed that women played the greater role in improving their decision making chances and the collaboration of government and community could also play great role.

4.2 Focus Group Discussion

Focus group discussion allows for a dialogue among participants and stimulates them to express their views openly on the issues raised as Jane and Lewis, (2003) stated. Since questions are raised to the group as opposed to the individual, the dialogue has its own peculiar flow (Roger and Nall, 2003) and can bring the desired result. Rather than being a simple question-answer session, the focus group discussion was intended to grab information regarding the ideas and opinions of the group towards the Challenges of Employed Women's Decision Making in Government Offices of Nekemte town. To fulfill the objective of the research question, a discussion on questions carefully prepared and piloted on different issues of women's decision making had been given to each group and the researcher, sometimes eavesdropping and sometimes sitting around the group and in the group, had listened to what was being discussed and finally asked them to write what they had agreed upon. Although the researcher promised to keep every discussion of the group confidential, the group refused having their voices recorded.

In this study, three focus group discussions were conducted with 18 women, six in each group for an hour and half for a group, and then they had all their says about government employed women's decision making in Nekemte town. The respondents were selected by the help of two persons working in Nekemte hospital on the basis of their ability to communicate and explain the problem well as stated earlier. The discussion time was arranged by the two persons working in the hospital themselves after securing the consent of the respondents and the information was given to me through my mobile phone five days before the day of focal discussion. The discussions were moderated by the researcher. The focus groups consisted of women from different areas of Nekemte town namely, Bake Jama, Buna Bord, Mariam Safer

Government Employed Women

Darge and Chalalaki. The focus group discussions lasted an hour and a half and the information obtained was generally very valuable. The opinions raised and the dialogues conducted among the participants were heated and the discussion was lively. Although some respondents appeared to be shy and a few attempted to dominate the discussions, the moderator had basically managed to handle the sessions well. The following were the ideas and points that the groups named A, B and C by the researcher explained about decision making of government employed women of Nekemte town.

Focus group discussion A

This group unanimously said that women have failed to make decisions because of different reasons. One fundamental problem is that society itself has had the belief that women are not as sensible as men to make decisions and the other is that they have not been educated; as a result, they have not been given the chance of leading the organization in which they are working. (Focus group discussion question 1)

Regarding the policies that the Ethiopian Government prepared, the group as the whole said that the policies are good when they are seen on paper; in almost all cases anyway, they have not been enforced and the women's decision making opportunity have become the tiger on the paper. Then, they even said that the policy which has not been enforced is no better than the policy which has not been designed at all. (Focus group discussion question 2)

As the group said, the community, the women themselves and the government should make some contribution to enhance government employed women's decision making capability in Nekemte town. As women are most responsible for their own decision making opportunity, they should exert their level most to make their decision making chance a reality. As far as

Government Employed *Women*

women's working enough to make their decision making opportunity a reality, the group said that they do not think women have worked enough to make their decision making opportunity a reality at all. (Focus group discussion question 3)

The group here explained that government employed women in Nekemte town have not worked enough to improve their decision making capability because of different reasons: they are not aware that they have the right to make decisions, they have not been put in the position in which they can make decisions and their male counterparts do not at all let them make decisions. (Focus group discussion question 4)

As to the solution to the present state of government employed women's decision making problems, the group explained that the traditional patriarchal domination which took away women's decision making right should be dismantled. The group also explained that the government should put women in decision making position so that they get the right to make decisions and play the leadership role in their respective institutions. (Focus group discussion question 5)

Regarding the points which have not been explained about employed women's failure to make decisions, the group stated that probably women themselves are sometimes some kind of problems to their own decision making because knowingly or unknowingly some of them put challenges to the efforts that other of them exert to make decisions.

Focus Group Discussion B

According to group B, government employed women in Nekemte town could not make decision like men because they are busy doing things in their house and they do not have time to think about other things, when they come to their respective institutions. They cannot think about competing with men to come to power as they are always being obsessed with their endless house work, the task assigned to them in their respective institutions and the social issues and problems outside work. In general, the group explained that the employed women are double burdened because they have to run their house effectively and they have to accomplish the task that are allotted to them by their organization (Focus group discussion question 1)

The group said that they would like to extend thanks to the government for designing policies to help women to make decision but they emphatically commented that the government has not taken any worth mentioning action to make the policies work as the result of which the policies remained merely on the paper. The group further said that designing policies to enhance women's decision making is something that could be admired but failure to implement it at least to some degree is no better than not designing the policies (Focus group discussion question 2)

Women's decision making should only be enhanced if the women only work towards that end; men are naturally selfish; they do not want to share the power that they have monopolized to women. The group also added that men have been in power for many years and they have been ordering about women. Then coming to the subordinate position and becoming inferior to women in their respective institutions would be unbearable. The group then concluded by saying that women only should seek solution to their problems, but not men as men do not feel any pain about the women's problem to make decision. (Focus group discussion question 3)

Government Employed *Women*

The members in focus group B also said that women have not worked enough to improve their decision making capability because of some reasons. The group stated that women are traditionally thought by the community to look after children, perform all the chores and they also work out side with men, where men are naturally meant to work outside and are in most cases free from routine work in the house. Then, men are relatively free while women are busy with outside work and routine work in the house. As women are always busy working, they are too exhausted and they do not have time to think as to how they could overcome the men's dominance and superiority. Further, they do not go far from their home because of being too busy and they cannot get any lesson and experience by going to different places. They are always at home and then learn nothing or little. Then, what they have done to improve their decisions making capability is little or none as well in many cases. (Focus group discussion question 4)

The group unanimously said that the solution for the present state of women's decision making incapability is women's unity and collaboration and their doing their level best to overcome the male's monopoly of power. The group also explained that if women work together and try to make their voice heard in unison, gradually and in the course of time, men's supremacy would be stopped and parity of power between men and women would be maintained. (Focus group discussion question 5)

Focus Group Discussion C

Group C explained in a heated way that women cannot make decision like men just because of various reasons. They stated that women are responsible for a number of activities both in the house and out of the house and even accept their being inferior to men as if it has been their fate. The group also stated that their not having had the chance to be exposed to different

Government Employed *Women*

situations because of being at home or around the home all the time must have put them in the state of hopelessness as a result of which they, in most cases, accepted their being men's obedient servant. (Focus group discussion question 1)

Regarding the policies that the Ethiopian government has formulated and designed, the group said it has helped women who have understood it to some extent but women who have no awareness about it are in a serious problem. The group also commented that the majority of the women do not have such awareness, they are made to suffer severely by men and in some cases even by husbands or by someone with whom they have some relationship, whatever the relationship may be. The worst thing here is that when they are maltreated by their close relatives or by their husbands, they do not try to report to the police or to any concerned body as maltreatment of women are taken to be natural and acceptable. Because of that, they welcome the maltreatment meted out to them without complaint. (Focus group discussion question 2)

Regarding women's decision making enhancement, the group commented that men, above all, should learn that women are equal with them and should wholeheartedly welcome that they can also make decision as men and should be given the chance of decision making. But this would mean giving up some of their positions and learning working under the guidance and leadership of women which would be problematic somehow for the men as they are not used to that kind of work. They then concluded that if men are ready to give the top position that they have held and if women are given the chance of playing roles as leaders, the women's decision making will start being enhanced and that could gradually come to the level where equality between men and women's decision making is put to practice. (Focus group discussion question 3)

Government Employed *Women*

The group explained that it is not possible to say that women have worked enough to improve their decision making capability because most of them do not have the awareness about the possibility of the women's decision making i.e. they do not even know the fact that policies have been designed to help them make decision; as a result, they do not act in that line. In addition, most of them are busy with different activities both in the house and in their respective institution but they do not even think about being treated fairly other than accepting their inferiority. As the thought of being inferior to men is just ringing in their minds, they do not think about decision making other than struggling with life day and night. (Focus group discussion question 4)

As for the present state of women's decision making incapability, the group stated that the traditional view that women just give birth to wise persons but they are not wise themselves have played some negative role on women's decision making. The group also said that the fact that women have not had the chance of being educated and failing to come to some top position also made them not to be able to make decision. (Focus group discussion question 5)

4.3 In-depth Interview

An in-depth interview is a qualitative research technique that allows for a person to person discussion. Such discussion provides the opportunity to have a deeper understanding of others' beliefs, feelings, and behaviors on important issues. Since the interviews are usually unstructured, they allow for inducing the interviewee to talk intensely about the topic at hand (Jane and Lewis, 2003). Accordingly, an in-depth interview was used in addition to focus group discussion to obtain more information from the respondents. This method is believed to provide more accurate information as the respondents appear to be more open to discuss issues during a one to one

Government Employed *Women*

interview as compared to group discussions. The questions rose during the interview focused on personal background of each and every women regarding decision making opportunity of their own and that of the other women they have known in the offices they are working. As most of the women have lots of experiences of working in different offices and with different office leaders who are males, they were able to explain how they had been leading their offices and how they had been treating the women workers under them in general. The interviews were held with respondents that were proposed by two men who are trust worthy and who are working in Nekemte Hospital as explained earlier. Hence, it was emphatically stated that the proposed women would give reliable information on women's decision making in different offices in Nekemte town. In addition, the other women working in Nekemte College of Teacher Education were selected on the basis of their having good experience by the researcher himself and an employee who had been working in the office on women's affairs in the college.

The confidentiality of the issues that the respondents gave was kept both during the interview and in the compiled reports because serious issues such as complete dominance of male's decision making in some institutions were extensively explained by some women and they also showed their worries repeatedly that whatever they explained should not at all go to the ears of their institution leaders. Although most respondents explained their ideas, some showed reservations and lacked openness on some issues commenting that the researcher would expose what they said though they eventually came to say everything they were asked after the researcher assertively declared that no information would leak on any ground. All the interviews conducted had not been tape recorded as the respondent refused being tape recorded. The potential informants who were from Nekemte Hospital and Nekemte College of Teacher Education were advised of the schedules of the interview and about the objective of the research in advance. The

Government Employed Women

interviews generally lasted from 30 minutes to an hour and 15 minutes because some interviewees talked at length where others were brief in explaining points. As it was needless to repeat what had been said by one interviewee if it was repeated by the other, it had been indicated by writing the number of the interviewees who had said the same thing using different ways of saying things.

The following were how the respondents reacted to the in-depth interview questions put to them by the researcher. Here was what respondent 1 said to the first in-depth-interview question:

I do not have any role in making decisions in my organization because there is no one who has asked me to give my opinion about things, let alone making decisions. I see that in my organization decisions are always made by men, never by women. In addition, I am a subordinate worker and decisions are always made by the management officers in which there is no woman.

(In-depth interviewee question1) This question was answered in a very similar way by interviewees 2, 6, 7, 8, 9, 10 and 12.

As it was explained by the respondents above, the women did not have any role to make decisions in their offices other than listening to what the men said, and it was clearly indicated that women employees simply listened to what was said by men and then put them into practice.

On the contrary, respondents 3, 4, 5, and 11 said that they could give their points and if they were supplemented by the males, there were likelihoods of the execution of what they originally said but what had been said should first of all be supplemented by the males to have acceptance and then be implemented.

Respondents 2 reacted by saying that her boss almost all the time talked to her in a bossy way and added that she just listened to him and did not have any opportunity of giving her opinions, whatever her opinions might be. She further explained that if she sometimes took the

Government Employed *Women*

initiative of explaining her points he told her to listen to him and do whatever he told her. (In-depth interview 2)

Likewise, respondents 1, 3, 6, 7, 8, 9, 10, 11, and 12 declared that their bosses in most cases did not listen to them than telling them to accept only what they said.

As it was indicated by ten respondents above, bosses speak to the women employees contemptuously in their respective offices of Nekemte town and as a result, the points that they wanted to make were not even listened to, let alone being accepted and implemented.

Regarding in-depth interview 3, 10 respondents gave almost similar responses. They all said that their bosses did not accept the points that they raised to resolve any kind of problem that had arisen in their respective institutions. But, two of the respondents said that sometimes their bosses accepted the points that they raised to resolve problems.

As stated above, ten respondents declared that their bosses did not accept the points that they raised to resolve problems that arose in their offices but two only explained that their ideas were sometimes being accepted which again showed that employed women's ideas were in most cases being rejected.

Regarding in-depth interview question 4, 7 respondents stated that they did not think their bosses respected the points that they raised in meetings. They then said that very often their opinions were either interrupted when they were being forwarded, or being commented to have been raised by someone else earlier. They also stated that their bosses did not paraphrase the points that they posed in meetings. They then said that this by itself was an indication for the bosses to disregard the opinions of women. On the contrary, 5 respondents explained that as such

Government Employed *Women*

points were raised on meetings, where almost all the employees were participating; the bosses did not show such behaviors. In-depth interview question 5 was answered in such a way by 10 respondents that they did not perceive at all when their bosses held them in contempt when they were talking to them where 2 respondents said that they very often noticed when their bosses talked to them contemptuously.

As shown above, 7 respondents commented they did not think their bosses respected the points that they raised in meetings. They also explained their points were being interrupted or being commented to have been raised which could indicate that women were raising points in repetition which could imply their inattentiveness in meetings. From the point of view of the bosses, women were scatter-brained and raise points which had already been forwarded and dealt with haphazardly.

As regards interview question 6, all the 12 respondents explained that women should be represented by women as it was only women who knew women's problem and then make their voice heard in support of the women's problems to be resolved. They further stated that the women's failure to make decisions about different affairs had been caused because of their being devoid of their right to make decisions which they all attributed to men's monopolization of the power as the whole. In-depth interview 5 was again answered by 10 respondents that their bosses always held them in contempt when they forwarded points in meetings.

Concerning in-depth interview question 7, 8 respondents said that all women, wherever they were and whatever they did should fight for their right to make decisions. The women also stated that things that they would like to do to make women's decision making a reality should all be done whether they are tiresome or even require sacrificing their lives. They also added that

Government Employed *Women*

such a task should any way be welcomed and executed by women themselves as gains cannot come without pains. On the other hand, 4 respondents said that it was only if men themselves were convinced that women would be able to make decisions as the decision making opportunity was as the whole in their hands. But one respondent said that she had not thought of anything that would help women to make decisions.

In-depth interview question 7 was answered by 8 respondents that women, as the whole, should struggle to make decisions like men although such kind of struggle could be tiresome and may not even bring the desired result soon. But, four respondents said that men should be convinced to let women make some decisions as the opportunity of making decisions as the whole was just in the hands of men.

As for question 8, 8 respondents indicated that the decision making incapability of women were caused because of the traditional problems that the community as the whole had internalized in its mind that women were not wise themselves to make decisions and two respondents said that the biological difference between men and women made women to be dependent and the dependency took away the women's right to make decisions. But the two other women said that failure to have proper education must be the main reason.

As shown above, eight respondents held the traditional beliefs to be responsible for women's decision making failure, where two respondents stated that the biological differences between men and women should be held responsible for women's failure to make decisions like men. And still, two other respondents commented that women's failure to have proper education must be held responsible for that problem of decision making.

Government Employed *Women*

Regarding in-depth interview 9, 11 respondents stated that government had not taken enough measures to help women make decisions in their respective institutions other than preparing policies and rules and putting them on paper. They also remarked that in most government organizations, women had not been given any opportunity of leading the organization either in top level or even low level. Concerning in-depth interview 10, all respondents said that all concerned individuals should do their best to help women to come to top level of making decisions. They also said that the government should especially take the lion's share to make this work a reality.

Eleven respondents as shown above declared that the government had not taken worth mentioning measures to help women make decisions in their respective offices other than designing policies and putting those on papers; they also added that the government had not given women any chance to lead organizations. Regarding in-depth interview question 10, all respondents commented that all concerned individuals should do something to enhance women's decision making in government offices of Nekemte town.

Chapter five: Summary, Conclusion and Recommendations

5.1 Summary

Everywhere, women are the most important section of the community and attaining growth, development, peace, and prosperity without the women's active and equal participation is impossible. Although the equality of women with men has received so much attention for many decades, the desired result is still beyond reach. Something that is real is that movements and efforts to create opportunities for women to take part in education, decision making, and come to top political leadership have been made. As a result, some women have been employed, gained power on house matters, and have come to power and some others have started participating in politics and contributing to economic growth. But, it is only some as yet and the considerable numbers of women are still out of that category of decision making elsewhere and in Nekemte town as well.

The practical implementation of what has been said and written about women's decision making in the government offices has not shown worth mentioning and desired results in Nekemte town. The reasons for the above can be many among which the following are some: the less quality education given and the denial of this opportunity of education as the result of which women failed to know what rights they have as human beings. When this is considered, it is highly recommended that the decision making opportunity of government employed women of Nekemte town should become a coordinated community effort with the aim of challenging and changing the existing power relations in the society. Furthermore, there should be broad understanding amongst the government employed women of Nekemte town regarding their rights to make decisions. In addition, the decision making problems of government employed women of

Nekemte town should become not only the affairs of women but also the affairs of people from all walks of life. As governments have vital role in this regard, it should be included in the goals that they set and they should also check and examine from time to time whether the decision making opportunity of government employed women of Nekemte town is moving according to the set plan and whether it is also proceeding to the set goals to make corrective measures if it is not going on the correct path to meet the goal. This ensures effectiveness and strategies being permeated while enhancing women's decision making in Nekemte town. In general, the challenges facing the decision making opportunity of government employed women of Nekemte town may be overcome by challenging the challenges.

5.2 Conclusion

Government employed women of Nekemte town are the most disadvantaged section of the society although they are mothers, sisters, daughters and helpers of men. They make the generation to continue by giving birth to children who are famous and decision makers. It is then clear to the lay man's knowledge that government employed women of Nekemte town are the backbones of the community as the whole. But they are systematically denied the inalienable human rights and are made to suffer in their respective offices because of not having rights in their offices to make decisions. Government employed women in Nekemte town are harassed sexually in their offices by their colleagues and their bosses, and they do not even report the incident to the police because of fear of beliefs and customs of the community and even because of the fear of being sacked or being transferred to a different or a remoter place. In general, government employed women's decision making problem in Nekemte town in their respective

offices is an obstacle to the achievement of the objectives of equality, development and peace in the town.

5.3 Recommendations

According to the results of the study, the following recommendations have been given.

- ❖ Fighting early marriage and creating awareness for parents so that they encourage and help their daughters to stay in schools than pressurizing them to get married earlier in Nekemte town.
- ❖ Creating opportunities for government employed women in Nekemte town to work for earning an income so that they are economically self-reliant and then be able to fight for their decision making rights.
- ❖ Intensifying family planning programs and services for government employed women in Nekemte town so that women do not give birth regularly and frequently and then suffer when they are irregular or late to work because of argument with their bosses.
- ❖ Giving training on avoiding male dominance and patriarchy in government offices in Nekemte town to both employed women and men so that they both have awareness about the importance of women's decision making in Nekemte town.
- ❖ Ensuring that workplace policies and practices in government offices of Nekemte town are free from gender-based discrimination.
- ❖ Establishing committees on gender equality and decision making of women in government offices of Nekemte town to monitor and review the implementation of existing laws and policies about women's decision making.

Government Employed *Women*

- ❖ Ensuring that women parliamentary bodies provide institutional support to the established or existing women's decision making laws in Nekemte town.
- ❖ Ensuring efficient collaboration between women parliamentary bodies on gender equality and women's decision making efforts of government employed women of Nekemte town.
- ❖ Ensuring that all women parliamentary bodies exert their best to make sure that the knowledge and resources provided by NGOs and gender experts basically meant to promote women's decision making are used for what they have been intended in government offices of Nekemte town.
- ❖ Ensuring that all committees in legislatures at all levels guarantee the adequate representation of women as members and leaders in all government offices of Nekemte town.
- ❖ Ensuring that women in elected decision-making bodies in Nekemte town receive sufficient administrative support, guidance, and adequate financial resources to do their job effectively, and ensure that there is no gender bias in allocation of these resources.

Bibliography

- Affairs, Population Division, FDRE.(1994).*Cultural Policy*. Addis Ababa: Artistic Printing Press.
- Almaz, E. (1991). *Perspectives on Gender and Development*. In: Tsehai Berhane Selassie (Ed.) Gender Issues in Ethiopia. Institute of Ethiopian Studies. Addis Ababa University, Addis Ababa.
- Anker, R. (2005). *Women's access to occupations with authority, influence and decision-making power*. Working Paper No. 44. Policy Integration Department. Geneva: ILO.
- Balk, D. (1994). *Individual and community aspects of women's status and fertility in rural Bangladesh*.
- Batliwala Srilata. (2007). 'Walk Beside Us', Intervention at the High Level Thematic
- Chris Bart, Gregory McQueen. *Why women make better directors*. International Journal of Business Governance and Ethics, 2013; 8 (1): 93 DOI: 10.1504/IJBGE.2013.052743
- Daniel Kahneman, Amos Tversky (2000). *Choice, Values, Frames*. The Cambridge University Press. ISBN 0-521-62172-0.
- Debate on Gender Equality and Women's Empowerment held by United Nations General Assembly*, NYC, March 6, 2007.
- Engles, Friedrich. (1942). *Origins of the Family.Private Property and the State*. New York: International Publications.
- European Commission, (2007). Tackling the pay gap between women and men.
http://europa.eu/legislation_summaries/employment_and_social_policy/equality_between_en_and_women/c10161_en.htm (accessed in Feb. 2014).
- European Commission, (2008). *Women and Men in Decision-making 2007: Analysis of the Situation and Trends*. Belgium: European Commission.

Government Employed Women

European Commission, (2009). *Women in European Politics – Time for Action*. Belgium: European Commission.

European Commission, (2010). Database on women and men in decision making. <http://ec.europa.eu/social/main.jsp?catId=764&langId=en> (accessed in Jan. 2014).

European Commission, (2010). Database on women and men in decision making. <http://ec.europa.eu/social/main.jsp?catId=764&langId=en> (accessed in Feb. 2014).
Population Studies, 48 (1): 21-45.

Federal Nagarit Gazeta. *Proclamation of the Constitution of the FDRE* (1995). Education and Training Policy. Addis Ababa: St. Goerge Printing Press.

FDRE (1997). *Constitution*. Addis Ababa: BerhanenaSelam Printing Enterprise.

Federal Civil Service Commission (2005). *Survey on the Status of Men and Women Employees and Strategies for Gender Equality*. Main Report. Addis Ababa.

Federal Democratic Republic of Ethiopia. Proclamation No.1/1995. Addis Ababa: BerhanenaSelam Printing Enterprise FelekeTadele, /1999/. *Men in the kitchen, women*

Harper, Malcom.(1996). *Empowerment Through Enterprise*. A training manual for non-government organization Intermediate Technology. London: SAGE Publications Ltd.

International IDEA and others,(2010). Quota Project: Global database of quotas for women.
<http://www.quotaproject.org/index.cfm> (accessed in Apr. 2014).

Jakimow Tanya and Patrick Kilby. (2006). “Empowering Women: A Critique of the Blueprint for Self Help Groups in India.” *Indian Journal of Gender Studies* 13(3):375-400.

Jejeebhoy SJ, Sathar ZA (2001). Women’s autonomy in India and Pakistan: The influence of religion and region. *Population and Development Review*, 27(4): 687-712.

Jane Ritchie and Jane Lewis.(2003). *Qualitative Research Practice*. London: SAGE

Government Employed Women

Publications Ltd. Jennifer,

Kishor S (ed) (2005). *A Focus on Gender: Collected Papers on Gender Using DHS Data.*

Calverton, Maryland, USA: ORC Macro.

March C, Smyth I, Mukhopadhyay M (1999). *A Guide to Gender Analysis Frameworks.* Oxfam

Print Unit. Rowlands, Jo. (1995). *Questioning Empowerment. Working with women in Honduras.* London: Oxfam

Mathison, S. (1998). *Why triangulate?* Educational Research. Vol. 17(2), pp 13-17

Measurement of Women's Empowerment. UNRISD Discussion Paper No. 108. 1994. *Reversed Realities: Gender Hierarchies in Development Thought.* London: Verso.

MOLSA, /1996/. *Developmental Social Welfare Policy.* Addis Ababa. 103 Nagler, M., /1990/. *Perspectives on Disability.* Canada.

Oxaal, Zoe and Sally Baden. (1997). *Gender and Empowerment: Definitions, Approaches and Implications for Policy.* Bridge Report No. 40. Briefing Prepared for the Swedish International Development Cooperation Agency.

Patton, M. (2001). *Qualitative Evaluation and Research Methods.* Oaks: SAGE Publications. Inc.

Roger A Rennekamp and Martha A. Nall. (2003). *Using Focus Groups in Program Development and Evaluation.* London: University of Kentucky.

Sen, Geeta. (1993). *Women's Empowerment and Human Rights: The Challenge to Policy.*

Paper presented at the Population Summit of the World's Scientific Academie

Sen S, Batliwala S (2000). *Empowering women for reproductive rights.* In: *Women's empowerment and demographic processes,* Harriet B. and Gita Sen Presser. New York: Oxford University Press.

Government Employed Women

Swedish International development agency (SIDA). (2002). *Country gender profile Ethiopia*.

Ethiopia, Addis Ababas.

TGE (1993). *National Population Policy of Ethiopia*. Office of the Prime Minister. Addis Ababa.

UNFPA (2005). *The State of World Population. The Promise of Equality: Gender Equity, Reproductive Health and the Millennium Development Goals.*

http://www.unfpa.org/swp/2005/presskit/factsheete/facts_gender.htm

UNIFEM (United Nations Development Fund for Women), (2009). *MDGs & Gender: Goal 5.*

<http://www.unifem.org/progress/2008/mdgsGender5.html> (accessed in October 2009).

United Nations, (1946). *The Universal Declaration of Human Rights.*

<http://www.un.org/en/documents/udhr/shtml> (accessed in May 2014).

United Nations, (2009c). *World Survey on the Role of Women in Development*. Sales No. E.09.IV.7.

United Nations, (1995). *Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995*. Sales No. E.96.IV.13.

United Nations, (1979). *Convention on the Elimination of All Forms of Discrimination Against Women*, 18 December. Treaty Series, vol. 1249, no. 20378.

<http://www.un.org/womenwatch/daw/cedaw/text/econvention.htm>

United Nations. (1995a). *Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995*. Sales No. E.96.IV.13.

United Nations, (1998). *Rome Statute of the International Criminal Court. 17 July. /CONF.183/9.*

<http://www.icc.cpi.int/Menu/ICC/Legal+Texts+and+Tools/Official+Journal/Rome+Statute.htm>

United Nations, (2000). *The World's Women 2000: Trends and Statistics*. Sales No. 00.XVII.14.

Government Employed Women

United Nations Development Programme.(1995). *Human Development Report*.New York:

Oxford University Press.

United Nations, (2000).*The World's Women 2000: Trends and Statistics*. Sales No. 00.XVII.14.

United Nations, (2009a).*World Population Prospects: The 2008 Revision*. Sales No. 09.XII.6.

United Nations, (2010).*World Population Policies Data 2009*. Department of Economic and Social.

Women's affairs office/office of the prime minister. (2005). *Gender relations in Ethiopia*.

Ethiopia: Addis Ababa

World Bank. (2003). *Gender Equality and the Millennium Development Goals*. Gender and Development Group. Washington, DC: World Bank.

Appendices

Questionnaires to be filled in by sampled government employed women in Nekemte town

Appendix A

Indira Gandhi Open National University Student of Social Work Masters Student Project

Questionnaires to be filled by Selected Government Employed Women

This research questionnaire is prepared to explore the employed women's decision-making problems of Nekemte town. It is to be answered by women who are employed and have been working for a year or more in a certain government organization. You are kindly requested to circle the letter of your choice. I thank you in advance for responding to the questionnaire genuinely. I assure you that the responses you give will be kept confidential.

Informant's Profile

1. Age: A. 20-25

B. 26-30

C. 31-35

D.30-40

E. >40

2. Religion: A. Orthodox

B. Protestant

C. Muslim

D. Others

3. Marital status: A. Married

Government Employed Women

B. Single

C. Divorced

E. Spouse dead

4. Education: A. Ph.D. /M.D

B. M.A/MSc

C. BA/BSc

D. Diploma

E. Certificate

F. Grade 12 complete

G. Grade 10 Complete

5. Employment Duration in years

A. 1-5

B. 6-10

C. 11-15

D. 16-20

E. >20

6. Who is the top leader of the organization in which you are working?

A. male B. female

7. Who leads the subordinate section/s you are working in?

A. male B. female

8. If a certain equipment is to be bought for your organization, whose suggestion is accepted as to the kind of material to be bought?

Government Employed *Women*

A. male's B. female's

9. Who pretends to assume the responsibility of taking care of the property of your organization?

A. male B. female

If your answer is *yes* to questionnaire 9 above what do you think are the possible reasons?

10. If someone wants to borrow something that you badly need for your work and cannot work without it effectively, (example laptop), does your boss secure your agreement before lending it?

A. yes B. no

11. Does your boss (if he is male) listen to you and try to understand your problem if you encounter one

A. yes B. no

12. Ever since you have been employed, have you had female organization leader?

A. yes B. no

13. Given that you have proper qualification, experience and work discipline, have you ever been a candidate for a certain position?

A. yes B. no

14. If there is some field work for which per diem is earned, who are given the chance of going frequently?

Government Employed Women

A. males B. females

15. If you had been a lactating (breast feeding) mother once in the past, did that affect your work and as a result did you have argument with your boss?

A. yes B. no

If your answer to 15 above is yes, please write what happened to you and how it has affected you morally and emotionally.

16. Have you ever assumed a top position in your office or working area?

A. yes B. no

17. Whenever meetings are conducted in your office or working area, whose suggestions or opinions do you think are more and frequently accepted?

A. male's B. female's C. both

If your answer is male's to 17 above, please give as to what you think is the reason.

-

Government Employed Women

18. If a certain committee that performs something provisional has to be established, who is elected to chair it?

- A .male B .female C. both equally

19. Do you think that the maternal leave that you get after and before delivery (3 months maternal leave) is enough?

- A. yes B. no

20. Do you think that your employer has the same trust in you that he has in your male counterpart in being able to perform some duty?

- A. yes B. no

If your answer is *no* to 20 above, please write what the reasons may be.

21. If your boss is male, do you feel that he gives you the same treatments (i.e. talks to you kindly and fairly) that he gives the male employees?

- A. yes B. no

22. Have you ever been sexually harassed by your boss?

- A. yes B. no

If your answer is *yes* to 22 above, what did you do?

Government Employed *Women*

If your answer is *no* to question 22, why didn't you do something?

23. Do you think that both male and female have equal decision making authority?

A. yes B .no

24. What can be seen as reason/s for women's failure to make decision in their respective institutions?

A. the traditional beliefs that the society has about women B. women's accepting their inferiority to make decisions

25. What do you think should the Ethiopian Government do to enhance the decision making opportunity of women?

A. design new policies and regulations B. take different measures to make the already designed policies and regulations work

Please write any point that you know about problems of women's decision making in the government institutions in which you are employed.

Appendix B

In depth interview questions to be answer by some government employed women in Nekemte town

Indira Gandhi Open National University Student of Social Work Masters Student Project in Depth Interview Questions to be answered by Selected Government Employed Women

1. What role/s do you have in making decisions in your organization?

2. Does your boss sound authoritarian when you discuss some affaires with him to make decisions?

3. Does your boss very often or sometimes comply with the points that you suggest in resolving different problems that you may have?

4. Do you think that your boss has some respect for the points that you raise in meetings?

5. Does your boss talk to you contemptuously? How often and when you do what?

- 6 .Who do you think should represent women?

7. What do you think should women themselves do to improve their decision making opportunity?

Government Employed *Women*

8. What are the widespread problems that constrained the decision making capability of women?

9. Do you think that the government has taken enough measures to capacitate women to make decision in the organizations in which they are working?

10. What do you personally recommend and suggest to be done in the future to help women make decisions?

Please explain any point/s which have not been raised about women's decision making in this interview.

Appendix C

Focal group discussion questions to be answered by some government employed women in Nekemte town

Indira Gandhi Open National University Student of Social Work Masters research Focal Group
Questions to be discussed by Government Employed Women in Nekemte town

1. What do you think are the problem that made women not to make decision like men?
2. Do you think that the policies that the Ethiopian Government designed helped women to make decision?
3. Who do you think could help to enhance government employed women's decision making capability of women in Nekemte?
4. Do you think that government employed women of Nekemte town have worked enough to improve their decision making capability?
5. What are the solutions to the present state of women's decision making problems in Nekemte town?

Please explain any point/s which has not been explained about problems of women's decision making in government offices in Nekemte town.

Appendix D (Birqaba D)

Questionnaire in Afan Oromo to be answered by some women who have some difficulty in understanding English Language

Indira Gandhi Open National University Student of Social Work Masters Student Project Afan Oromo Questionnaires to be answered by Employed Women who have difficulty in understanding English

Gaaffilee Dubartoota qacaramanii magaalaa Naqamtee keessa hojjetaniin deebi' u (Sartiifikeeta) Waraqaan qo'annoo fi qorannoo kun kan inni qophaa'e hagam dubartooti magaalaa Naqamtee dhimmoota mana hojjiisaanii keessatti murtoo akka kennu danda'an sakatta'uuf. Innis kan deebi'uu qabu dubartootaan ta'a. Kanaaf maaloo gaaffilee armaan gadi 'A' ykn 'B' jedhaa deebisaa. Gaaffilee kanas dhugaadhaaf amanamummaadhaan akka deebistaan jecha deebiin keessanis akka dhoksaan qabamuu nanmirkaneessa.

Proofaayilii Deebistootaa

1. Umurii: A. 20-25 B. 26-30

C. 31-35 D.36-40 E.>41

2.Amaantaa

A.Ortodoksii

B.Protestaantii

C.Musiileema

D.Kanbiroo

3.Haalaa Gaeelaa

A.Kan hineerumin

B.Kan hiitte

C. Kan abbaan manaa du'e

4.Sadarkaa barnoota

A.Digirii 3ffaa

B.Digirii 2ffaa

C.Digirii 1ffaa

D.Diploomaa

E.Certifiketa

F.12 kan xumurtee

G.10 kan xumurtee

5.Waggootaa qacarrin turte

A.1-5

B.6-10

C.11-15

D.16-20

E.> 20

6. Kan mana hojii keessaan gaggeessu eenyu?

A. dhiira

B. dubartii

Government Employed Women

7. Gareewwan xixiqqoo mana hojii keessan eenyuu gaggeessaa?

- A. dhiira B. dubartii

8. Meeshaan tokko mana hojii keessaaniif yoo bitamuuf ka'e waa'ee akaakuu meeshaa bitamuu yaada eenyuutu caalaa fudhatamuu?

- A. kandhiira B. kandubartii

9. Qabeenya mana hojii keessaan keessaa jiruuf ana qofaatu itti gaafatama eenyutu jedha?

- A. dhiira B. dubartii

Deebiin keessaan gaaffii laakkofssa arffaffaaf dhiira yoota'ee sababiin issa maalii jettanii yaaddu?

10. Meeshaa isin itti hojii hojjetan tokko (fkn Laptop) namni yoo ergifachuu barbaade hojii-geggeessaan keessan isini wajjin waliigale ergisa?

- A. eeyyee B. lakkii

11. Hojii-geggeessaan keessan (yoo dhiira ta'e) isin dhaggeeffatee rakkoo keessan hiikaa?

- A. eeyyee B. lakkii

12. Ergii qacaramtanii kaasee dubartiin isin hoggantee beettii?

- A. eeyyee B. lakkii

Government Employed Women

13. Sadarkaan barnootaa, muxannoo hojii akkasumas disiippiiniin hojii qabdu yoo ta'e, geggeessittii hojii tokkoo ta'uuf naqatamtanii beektuu?

- A. eeyyee B. lakkii

14. Hojiin dirree kafaltii guyyaa argamsiisu waajjira keessan keessa jira yoo ta'e dubartii moo dhiiratu caalaa carraa argata?

- A. dhiira B. dubartii C. walqixa

15. Deessanii hoosisaa turtaniittuu yoo ta'e kun hojii-gaggeessaa keessan wajjiin yaadaan walitti isin buusee beekaa?

- A. eeyyee B. lakkii

Deebiin keessan lakkoofsaa 10f eeyyee yota'ee maaltuu isin erra ga'ee hamlee keessan midhee?

16. Yeroo hojiichaa turtan kana keessatti taayitaa argattanii beektuu?

- A. eeyyee B. lakkii

17. Yeroo walga'iin waajjira keessan keessatti gaggeeffamu yaada eenyuutu irra fudhatama argata?

- A. kandhiiraa B. kandubartii C. kanlammanii

Government Employed Women

Deebiin keessan gaaffi 12ffaaf kan dhiiraa yoota'ee sababin isa maalii jeetanni yaaddu?

18. Koreen dhimma tokko tokkoo yeroof hojjetu yoo ijaarame dura-taa'aa ta'ee eenyutu filatama?

- A. dubartii B. dhiira

19. Heyyamni da'umsa duraaf booda laatamu ga'aadha jettanii yaadduu?

- A. eyyee B. lakki

20. Hojii gaggeessaan keessan amantaa hojii qaxalummaadhaan hojjechu warra dhiiraa irraa qabu isin irraas qabaa?

- A.eyyee B.lakki

Deebiin keessan gaaffii 15ffaf yoo laaki ta'ee sababin isaa maali jeettani yaaddu?

21.Hojii-gaggeessaan keessan isiniif warra dhiiraa wal-qixa ilaala jettanii yaadduu (jechuun isin wajjin akkuma warra dhiiraa haasa'aa?)

- A. eeyyee B. lakkii

22. Sababa saala keessanii miidhaan karra mana hojii hoggana keessaan isin irra ga'ee jiraa?

- A. eeyyee B. lakkii

Government Employed Women

Deebiin keessan gaaffii 17ffaf yoo *eeyyee* ta'ee maal gootanii?

Deebiin keessan gaaffii 17^{ffaaf} lakkii yoo ta'ee maalif wahigoone?

23. Dubarttif dhiirrii mirga wamurteessuu walqixa qabu jettani yaadduu?

- A. eeyyee B.lakkii

24. Akka sabaatti maaltu muldhaachuu dandaa'aa mirga murteessumma dhabuu dubarttootaf?

- A.amaanta aadaan uummatti qabu B.dubarttoto dadantumma issani irra kan ka'ee

20.Mootumman Itiyooophiaa murteessumma dubarttota olkaassuf maal oso godhee garridha?

- A. qajeelfamaaf seera hara bassuu B. tarkaanfi adda addaa fudhaachuu akka seeronf
qajeelfamooni dura hojjetanif

Challenges of Employed Women's Decision Making in Government offices: The Case of Nekemte town

By:

Teressa Sirata Gemechu (Enrolment No. 109100778)

A Thesis Proposal Submitted to the Graduate of Faculty of Indira
Gandhi Open National University in Partial Fulfilment of the
Requirements for the Master's Degree of Social Work

June, 2013-11-22
Nekemte, Ethiopia

Government Employed *Women*

PROFORMA FOR SUBMISSION OF MSW PROJECT FOR APPROVAL FROM
ACADEMIC COUNSELOR AT STUDY CENTERE

Enrolment No.109100778

Date of submission: _____

Name of the study centre: Saint Marry University College, Addis Ababa

Name of the guide: Dr. Desalegn Nagari

Title of the project: Challenges of Employed Women's DecisionMaking in Government Offices:
The Case of Nekemte town

Signature of the student: _____

Approved /not approved:

Signature: -----

Name & Address of the student: Teressa Sirata

Name &Address of Guide ----- P.O. Box. _____

Nekemte,Ethiopia

Cell: +251 9 17 81 40 18

Office: _____

Date: _____

DECLARATION

I hereby declare that the dissertation entitled CHALLENGES OF EMPLOYED WOMEN'S DECISION MAKING IN GOVERNMENT OFFICES: THE CASE OF NEKEMTE TOWN, submitted by me for the partial fulfillment of the MSW to Indira Gandhi National Open University, (IGNOU) New Delhi is my own original work and has not been submitted earlier, either to IGNOU or to any other institution for the fulfillment of the requirement for any other programme of study. I also declare that no chapter of this manuscript in whole or in part is lifted and incorporated in this report from any earlier work done by me or others.

Place: Addis Ababa

Date: _____

Signature: _____

Enrolment No.109100778

Name: Teresa Sirata

P.O.box. _____

Nekemte, Ethiopia

Cell: +251 9 17 81 40 18

Office: _____

Government Employed *Women*

CERTIFICATE

This is to certify that Teressa Sirata Gemechu, student of MSW from Indira Gandhi National Open University New Delhi, was working under my supervision and guidance for his project work for the course MSW-001. His project work entitled: Challenges of Employed Women's Decision Making in Government Offices: The Case of Nekemte Town which he has submitted is his genuine and original work.

Place: Addis Ababa, Ethiopia

Signature: -----

Date:

Name: Desalegn Nagari (Ph.D)

Address: Addis Ababa, Ethiopia

Phone No. +251 9 11 33 96 43

Contents

Acronyms.....iii

1. Introduction 1

1.1. Background of the study 1

1.2. Statement of the problem 3

1.3. The research questions 4

1.4. Objective of the study 4

 1.4.1. General objectives..... 4

 1.4.2. Specific objectives..... 5

 1.4.3. The scope of the study 5

 1.4.4. Description of the study setting 5

 1.4.5. Significance of the study 6

2. Review of related literature 6

2.1. Definition of decision making 9

2.2. Factors related to decision making 9

2.3. Possible solutions 10

3. Methodology 10

3.1. Quantitative and qualitative methods..... 10

3.2. Methods of sampling 11

Government Employed *Women*

3.3. Data source and data collection tools	12
3.4. Methods of analysis	12
4. Preliminary Suppositions and Implications	13
5. Conclusion.....	13
Bibliography	15
Appendix A	17
Appendix B	22
Appendix C	23
Piroofaayilii Deebistootaa	24

Acronyms and Abbreviations

AIDS Acquired Immuno Deficiency Syndrome

DFID U.K Government Department for International Development

HIV Human Immunodeficiency Virus

UNAID Joint United Nations Programme on HIV/AIDs

UN United Nation

UNDP United Nations Development Programme

UNESCO United Nations Educational Scientific and Cultural Organization

WHO World Health Organization

CEO Chief executive officer

1. Introduction

Despite efforts put towards enhancing decision-making capacity of women, the majority of them still face severe problems as decisions are made by men and as these decisions can even endanger women's lives UNDP (2003). For example, the decisions about women's genital mutilation are made by men and then the women suffer the consequences of these circumcisions throughout their lives. According to UN (1995), female genital mutilation is the most harmful mass perpetration of violence against women but it is declining for the young girls compelled to suffer it. However, it is still reported in a number of countries at high levels and it is also being practiced in Nekemte town. As pointed out by WHO (2007), gender related factors increase the women's economic vulnerability and dependency; and as a result women are the poorest of the poor.

According to (UNDP, 1995) report, 1.2 billion women are not in a position to make decisions on their personal affairs. The same thing is true with government employed women in Nekemte town. It is therefore this inability of decision making of women in Nekemte town that has initiated this research to be conducted. If women have been in a position to decide on the issues concerning them and concerning others, they would benefit not only themselves but also the larger community as the whole. In support of the above statement, (King and Mason 1998) remark that gender inequalities and gender-based discrimination can cause economic inefficiencies and reduce productivity. As explained by UN (1995), women in spite of bearing almost all responsibilities for meeting basic needs of the family and the society, are systematically denied the decision making opportunities, the resources, the information and freedom of action they need to fulfill these responsibilities. In general, it is possible to say that women's problems are multi-layered and most of them emanate from their being devoid of making decisions.

1.1. Background of the study

Women belong to the most deprived section of the society facing adverse conditions in terms of decision making and a visible majority of them are extremely poor as a result(UNAIDS 2000). (Haregewoin and Emebet, 2003; Hirut, 2004) comment that in the process of upbringing, boys are expected to learn and become self-reliant, major bread winners, and responsible in different activities, while girls are brought up to conform, be obedient and dependent, and

Government Employed Women

specialize in an indoor activities like cooking, washing clothes, fetching water, caring for children, etc. Hence, inferiority has been ingrained into the personality of most women ever since they have been children and they even fail to think that they have the natural rights that the males have (Holmes, 2002).

According to UN (1995), the empowerment and autonomy of women and the improvement of women's social, economic and political status are essential for the achievement of transparent and accountable government that works for the benefit of both women and men. Holmes (2002) explores that women keep their families together, undertake care work for those who are sick, play a key role in securing food and are in general the backbone of the community. However, Holmes remarks that women face inequality challenges and they are also deprived of the rights of making decisions on matters which are very trivial.

There are also a lot of commitments made to promote women's decision making abilities because the decision making opportunities of women is an essential precondition for the elimination of world poverty and the upholding of human right (DFID,2002:8). Weleh (1992:118) explained that women cannot make decision about going to school themselves, or sending their female children to school, as such a decision should only be made by males.

If Africa is taken, women's decision making opportunity is unbelievably low in the organization in which they are employed (Obbo, 1976). It is a well-established fact that in countries like Ethiopia women are ascribed a lower status than men. But the Constitution of the Federal Democratic Republic of Ethiopia (1995 Art. 35:3) clearly indicates 'The historical legacy of inequality and discrimination suffered by women in Ethiopia taken into account, women, in order to remedy this legacy, are entitled to affirmative measures. Rowlands (1997) explained that the constitution and the legislation are favourable for women in many countries; but yet, many forms of discriminations remain evident especially where customary law is applied.

The research topic *Challenges of Government Employed Women's Decision Making: The Case of Nekemte town* aims at exploring the problems that the government employed women in the

town face to make decisions in their respective organizations. According to (Haregewoin and Emebet, 2003), Ethiopia is a patriarchal society that keeps women in a subordinate position. (Berry, 2006) also states that in Ethiopia, there are societal roles assigned to each sex that greatly limit women's freedom to participate in social activities, decision-making and access to resources which make them dependent on men.

1.2. Statement of the problem

Efforts have been made to enhance women's decision making opportunities. Different researchers have identified setbacks that made women's decision making impossible. According to Kishor (2005), gender differences in power, roles and rights affect health, fertility control, survival and nutrition through women's access to health care, lower control over their bodies and sexuality, and restrictions in material and non-material resources. Policies promoting women's decision making opportunities have been designed by the regions and the Ethiopian Government and different manuals stating about women's decision making rights have been prepared and sent to government organizations. According to women's affairs office (2005) a number of strategies like participation of women in the formulation of policies, laws, rules and regulations and ensuring the democratic and human rights of women are designed. Officials at different levels have had capacity building training on how to enhance women's decision making capability. World Bank (2001a) has identified women's decision making ability as a key constituent element of poverty reduction, and as a primary development assistance goal.

Yet these have not helped women to fully exercise their decision making capacities at different levels. Even though different governments and development agencies have taken policy measures and designed different implementation strategies, as indicated by Royal Tropical institute (2000), due to different deep rooted gender barriers, it could not be possible to fully realize the policy objectives. The basic aim of this research is then to assess the obstacles related to the implementation of employed women's decision making in Nekemte town.

1.3. The Research Questions

This research attempts to answer the following basic questions:

- ◆ What is the current state of government employed women decision making level in Nekemte town?
- ◆ Have government employed women become self-reliant and can make decisions related to their affairs or their own career in Nekemte town?
- ◆ Are employed women fairly treated by their employers in Nekemte town?

Is that because of not having laws and policies that the government employed women in Nekemte town fail to make decisions or just because of the rules and laws impracticability that the women fail to make decisions in their institutions?

1.4. Objective of the study

1.4.1. General Objectives

The current situation of decision making of employed women in Nekemte town is little or none, and it requires quick measures to be taken to improve it; women in almost all organizations in this town are neither in top position nor in middle position; they are just common workers and they are only obliged to accept the decisions made by their male counterparts. The problem is caused by their failure to take top positions in their organization and it should be explored and the necessary measures should be taken to help women come to top positions in their respective organization and make decisions which is appropriate not only for them but also for their male counter parts.

The basic objective of this study is then to explore the challenges of government employed women in Nekemte town to make decisions in their respective organization; and more importantly, to explore why the already issued rules, regulations, laws, policies etc., regarding the enhancement of women's decision making has not brought the desired result and then enabled women to make decisions without the pressure of their male counter parts. It also

suggests some of the methods of helping women to come to power and then be able make decision.

1.4.2. Specific objectives

The specific objectives of the study are:

- ❖ identifying the problems that the employed women in Nekemte town face when trying to make decisions
- ❖ measuring employed women's reactions in Nekemte town upon failing to make decisions in their respective organization
- ❖ evaluating how much the decision making capacities of women in Nekemte town have improved
- ❖ assessing whether employed women's decision making opportunities are being carried out in the right direction
- ❖ exploring why the already written and talked about rules, regulations, policies etc., have not brought the required results

1.4.3. The Scope of the Study

The study will be limited to Nekemte town because it wouldn't be *manageable* if it goes beyond that. The researcher does not have enough money, resources, time and appropriate research skill to go out of Nekemte and conduct the research. Further, the research will only be conducted on selected employed women's decision making capacities in Nekemte town as conducting research on large population would also be beyond the research skill of the researcher. Again, the women who have been employed in the government institutions decision making capabilities only will be investigated for the sake of manageability of the research.

1.4.4. Description of the study setting

The study will be administered in 2013 in Nekemte town which is found in the west at a distance of 332 km from capital, Addis Ababa. Nekemte town is found in Oromiya Region and it

is the capital city of East Wallaga Zone. The town has the population of 102,034 according to the census made in 1999, and its population constitutes 4.36 percent of the whole population in its zone. The total land area of the town is estimated to be 5,480 hectares, and it is bounded in the east by West Shewa Zone, in the south by Jimma Zone, in the west by West Wallaga Zone, in the north by Amhara and Benishangule Gumuz Regional States respectively. The majority of the people in the town are Oromo and the official language is the Afan Oromo.

1.4.5. Significance of the Study

This research paper will help various groups. Thus, different organization working for the decision making opportunities of women in Nekemte town will be able to take some actions using this research paper to help the promotion of women's decision making in Nekemte town. It will help other researchers to investigate and assess further the decision making problems of women in Nekemte town. In addition, the researcher will be able to understand the current situations of employed women's decision making capabilities in Nekemte town and then be able to explain the problem to concerned government officials so that they will be able review the government policies regarding women's decision making problems. It can also be a reference material for other researchers who would like to conduct a new research on women's decision making in Nekemte town.

2. Review of Related Literature

In an increasingly globalized and interconnected world, utilizing all social and economic assets is crucial for success UNDP (1995). Yet, despite progress, women continue to confront discrimination, marginalization and exclusion. Roland's (2000) declares that equality between men and women is a fundamental and inviolable human right. He also explains that equality between men and women should stand as a universal principle. Nearly all countries have affirmed this value through their recognition of the standards contained in international human rights treaties, which articulate for states a broad range of civil, political, economic, social and cultural rights UN (2010).

Government Employed *Women*

Carolyn (2003) states that while much has been accomplished through the integration of principles and actions on corporate responsibility, diversity and inclusion, the full participation of women throughout the private sector-from the CEO's office to the factory floor remains unfulfilled.

UN (2010) declares that there is a widespread movement towards democratization in most countries, but women are largely underrepresented at most levels of government, especially in ministerial and other executive bodies, and have made little progress in attaining political power in legislative bodies or in achieving the target endorsed by the Economic and Social Council of having 30 percent women in positions at decision-making levels by 1995. It also explains that globally only 10 percent of the members of legislative bodies and a lower percentage of ministerial positions are now held by women. It further states that some countries including those that are undergoing fundamental political, economic and social changes have seen a significant decrease in the number of women represented in legislative bodies. Although women make up at least half of the electorate in almost all countries and have attained the right to vote and hold office in almost all States Members of the United Nations, women continue to be seriously underrepresented as candidates for public office. The traditional working patterns of many political parties and government structures continue to be barriers to women's participation in public life.

According to World Bank (2001) the international women's rights have led to increased women participation in community development but has not promoted women's role in community development and decision making process. Governments also recognize that women's inclusion drives development, and acknowledge that achieving the Millennium Development Goals and national economic and development plans require rapidly moving towards gender equality. Carolyn (2003) explains that the governments are undertaking various development programmes for women but they fail to reach their goals. Lack of awareness, control of economic resources, family problems, traditional values are various factor hindering the women empowerment and decision making.

Additionally, internationally agreed upon documents such as the Beijing Platform for Action adopted by all 189 countries at the UN Fourth World Conference on Women in 1995 and the

Government Employed *Women*

Millennium Declaration adopted by 189 countries in 2000, contribute to the women's equality and decision making opportunities rights framework. These international standards illuminate our common aspiration for a life where the doors of opportunity are open to all.

Different studies indicate the low status of women in developing countries in general and in Ethiopia in particular (Almaz, 1991; Hirut, 2004; Mukuria et al. 200). According to World Bank (2001a) the vast majority of the world's poor are women; and of the millions school age children not in schools, the majority are women. Today, HIV/AIDS is rapidly becoming the women's disease. WHO (2007) remarks that the AIDs epidemic has a unique impact on women, exacerbated by their role within society and their biological vulnerability to HIV infection. In addition, more than half of the estimated 33 million people living with HIV Worldwide are women and the current world food price crisis is having a severe impact on women.

Ensuring women's freedom to participate in politics, both as voters and as representatives, has been central to international, regional and national efforts aimed at more inclusive and democratic governance. These freedoms and rights are not limited to politics but extend to participation and leadership in public life, the private sector and civil society in general. The Beijing Declaration and Platform for Action U.N.(1979) states that the empowerment and autonomy of women and the improvement of women's social, economic and political status are essential for the achievement of transparent and accountable government that works for the benefit of both women and men. It also recognizes that women's speaking their mind and their full participation on an equal basis with men in all spheres of life, including participation in the decision-making process and access to power are fundamental to the achievement of equality, development and peace. According to U.N (1946) equal access to power, decision-making and leadership at all levels is a necessary condition for the proper functioning of democracy. Ensuring women's freedom to participate in politics, both as voters and as representatives, has been central to international, regional and national efforts aimed at more inclusive and democratic governance.

When we consider the Ethiopian women's conditions regarding decision making, we see that they are facing serious problems. The Ethiopian women shoulder big family responsibilities, including feeding their families even when they live in conditions of extreme poverty. The

majority of women are unemployed and illiterate. Despite the existence of a constitutional prohibition of discrimination on the grounds of sex in Ethiopia, in practice, Ethiopian women suffer from severe discrimination and are the victims of physical and sexual violence. In 1995, the constitution of Ethiopia adopted equal rights for men and women in every sphere of life. Despite the government efforts for gender equality, little attention is being given to promoting women's participation within the community. Men dominate political, decision-making and leadership positions. Women have limited access to education.

Women may be discouraged from seeking political office by discriminatory attitudes and practices, family and child-care responsibilities, and the high cost of seeking and holding public office. Women in politics and decision-making positions in Governments and legislative bodies contribute to redefining political priorities, placing new items on the political agenda that reflect and address women's gender-specific concerns, values and experiences, and providing new perspectives on mainstream political issues. Generally, this research will be conducted with objective exploring of exploring why the existing policies failed to help women make decisions.

2.1. Definition of decision making

Decision making can be regarded as the process of selection of a course of action among several alternative scenarios. Every decision making process produces a final choice The output can be an action or an opinion of choice. Decision making is the act of deciding about something important, especially in a group of people or in an organization. Oxford Advanced Learner's dictionary (2002). Such a decision is made on one's own and there is no one intervening in the process to dictate the person making the decision.

2.2. Factors related to decision making

There are some worth mentioning factors related to decision making, especially that of women's decision making.

Hence, issues like women's being able to think on their own and then decide on politics, economics and social affairs are some of the factors worth mentioning.

2.3. Possible solutions

Women need to have the opportunity to think on their own and then equally decide on politics, economics and social affairs. The possible solutions to the present problems of women's failure to make decisions would only be achieved if the traditional patriarchal dominance of men is avoided and if men and women work in collaboration for the women's attainment to make decisions on their own. To make women more efficient in their work, whatever their work may be, we need to make them aware of their problems, help them have appropriate knowledge and skill through training, discussion and through other possible means. Hence, if we want to maintain economic, political and social stability in the world in general and in Nekemte town in particular, it is important that women get the chance of making decision, come to the top political power, assume full power in decision making and wholly participate in all affairs and have their voice heard and accepted.

3. Methodology

3.1 Quantitative and qualitative methods

Both qualitative and quantitative data analysis methods will be employed to measure the employed women's decision making levels in Nekemte town and to explore the challenges involved. Using the quantitative analysis methods, the researcher will investigate the statistical measurements of the level of women's decision making challenges; and by employing qualitative data analysis methods, the complete descriptions of the women's decision making level will be explored. Hence, using questionnaire, 260 government employed women's decision-making levels will be measured statistically by distributing questionnaires to them. Then, focal group discussion will be administered with 18 women in 3 sessions of 6 women each, and an in-depth interview will be made with 12 women by fixing an appointment with six at a time and with the other six at a different time.

Government Employed *Women*

The content of the questionnaire, the focal group discussion and an in-depth interview will all be government employed women's decision making problems of Nekemte town. The questionnaire is translated into Afan Oromo Language for women who may not be able to understand the questionnaire in English. Hence, 18 women will be selected from Nekemte College of Teacher Education and 12 women will be selected from Nekemte Hospital for focal group discussion and an in-depth interview respectively. Women from Nekemte College of Teacher Education and Nekemte Hospital are chosen here because of their willingness to take part in the interview and focal group discussion.

3.2 Methods of Sampling

As a good sampling method should be used to ensure its representativeness of the whole population of employed women in Nekemte town, the researcher will use Krejcie and Morgan's (1970 p. 20) sampling method in which no calculation is needed and will take 260 women out of government employed women of 808 in Nekemte town. According to Krejcie and Morgan, if the population size is 800, the required sample size is 260; and if the population size is 850, the required sample size is 265 respectively. But as the government employed women in Nekemte town are 808 (Oromia Civil Service, Nekemte Branch) and as the population size 50 requires roughly the sample size 5 according to Krejcie and Morgan, the researcher will just take 260 sample size for 808 women. This means that the population size 800 requires 260 sample sizes and the population size 850 requires 265 sample sizes according to Krejcie and Morgan. Depending on these scholars' sampling techniques, 260 sample size is taken as there is no sampling size coming between 800 and 850 population and as 808 is by far below 850. Then, the 808 employed women will be written down alphabetically, and the fourth women will be taken from the alphabetized number of the women until the required number 260 is obtained.

After the 260 women have been selected to fill in the questionnaires, 18 other women from Nekemte Hospital and 12 from Nekemte Teachers' Training College will be selected for focal group discussion and an in-depth interview respectively. The researcher felt that the addition of 30 women for an in-depth interview and focal group discussion would add more validity and reliability to the research finding and result. The selection of the women for focal group

discussion and an in-depth interview will be made by alphabetizing the women's names first and by taking the ones that come fourth until the required number 18 and 12 are obtained in both institutions. The selection of the women in both institutions was made because of their willingness to take part in the focal group discussion and in an in-depth interview and because of others' working in other institutions reluctance and refusal.

After that, the questionnaires will be distributed to 260 women. The questionnaires are prepared in both English and Afan Oromo Languages assuming that there are women who would have some difficulty in understanding English. Then, the ones prepared in Afan Oromo will be distributed to women who would say that they have difficulty in understanding English Language. In addition, an in-depth interview will be made with 12 women and focal group discussion will be held with 18 of them. Focal group discussion will be in three sessions by having 6 women in the sessions.

3.3. Data Source and Data Collection Tools

Both primary and secondary data sources will be used in gathering data for this study. Accordingly, questionnaires will be filled in by 260 women, interviews will held with 12 women, focal group discussion administered with 18 women, online information and books will be used as data source and then be analysed.

3.4. Methods of Analysis

To obtain information concerning the current decision making states of government employed women in Nekemte town and to assess the decision making problems of these women, the quantitative and the qualitative methods of analysis will be employed. As subjectivity is expected in qualitative research and as objectivity is the crucial features of quantitative research, the use of both will make the research findings reliable and valid. Thus, both will be employed together when the research will be conducted. Furthermore, focal group discussion and an in-depth interview will also be administered in order that they narrow the likely setback that any research may have.

4. Preliminary Suppositions and Implications

This research will help the forthcoming researchers conducting research on government employed women's *decision making in Nekemte town to research the area in a more refined and more effective methods*. It uncovers the hidden problem that the women's failure to make decision is not because of lack of constitutional rules or rules emanated out of them, but just because of failure to put them into practice. In most cases, rules protecting women's right or upholding their rights to make decisions are there, but they have not been implemented and what has only been on the paper or talked about cannot enhance women's decision making opportunity. Taking this research paper as a forerunner, the practitioners can conduct another research and then realize the plain truth that women's decision is merely put on the paper, talked about but is not exercised practically.

Reading this research paper, concerned individuals and government officials can be influenced and even be persuaded to think about possible ways and methods of implementing the women's decision making and about the possible interventions that could help the present policy of women decision making practical. The result of the research, if implemented properly, could solve economic, social, political and other types of problems as it makes the most important section of the society i.e., women make decisions. In addition, the result could even influence policy decision. Because of the research, women's decision making opportunity will be improved or even be changed from the present low level to a considerably higher level. The result of the study will be implemented by involving different individuals from different walks of life.

5. Conclusion

This research study is unique and it advances new knowledge. The research problem is worth investigating because it reveals the area which has not been researched enough about women's decision making problems in Nekemte town yet.

Government Employed *Women*

The research paper also identifies the problems that the government employed women face in Nekemte town to make decisions in their respective institutions. Further, the study reveals how much the decision making capacity of government employed women has improved in Nekemte town and assesses the gaps that should be filled. The study explores the current level of government employed women's decision making in Nekemte town in general and then explores whether the employed women can make decisions on the affairs directly pertaining to their work. The study also attempts to reveal whether the employed women are fairly treated by their employees or not. To make the result of the research reliable, both quantitative and qualitative methods will be used so that the gap that either may have will be narrowed. The research result then will have considerable implications on economic, social and political aspect of government employed women in Nekemte town.

Bibliography

- Almaz E (1991). Perspectives on Gender and Development. In: TsehaiBerhane Selassie Gender Issues in Ethiopia. Institute of Ethiopian Studies. Addis Ababa University, Addis Ababa.
- Carolyn, Hannan. (2003). Transforming Empowerment and Gender Mainstreaming. International Symposium on a new Vision for Gender Policy: Equality, Development and Peace. New York.
- DFID (2000). Poverty Elimination and the Empowerment of Women: Strategies for achieving the international development targets. London :DFID.
- Federal Democratic Republic of Ethiopia.(1995). Constitution, Addis Ababa. Fourth World Conference on Women (1995) The Beijing Declaration and the Platform for Beijing, China.
- Haregewoin C, Emebet M (2003). Towards Gender equality in Ethiopia. A Profile of Gender Relations. Swedish International Development Cooperation Agency
- Hirut T (2004). Violence Against Women in Ethiopia: A Strong Case of Civil Society Concern. In: Chowdhury, S., Wais, A., and Kahsai Wolde Giorgis (Eds) Civil Society in Ethiopia: Reflections on Realities and Perspectives of Hope. African – Asian Studies Promotion Association.
- Hornby, S (2002). Oxford Advanced Learner's Dictionary of Current English. Oxford University Press.
- Holmes R and A. Jackson, 2008, Cash transfers in Leone: Are they feasible? ODI Project Briefing Number 8, London.
- King, Elizabeth and Andrew D. Mason, (1998). The World Bank, Engendering Development.
- Ministry of Health .2002. AIDS in Ethiopia. Addis Ababa.
- Krejcie and Morgan (1970). Social Work Research: Tools and Methods of Data Collection, Indira Gandhi National Open University, New Delhi, India
- Ministry of Women's Affairs. (2006). National Action Plan for Gender Equality (2006-2010) Ethiopia
- Kishor S (ed) (2005). A Focus on Gender: Collected Papers on Gender Using DHS Data. Calverton, Maryland, USA: ORC Macro.a.
- Obbo, C.(1976). Dominant male ideology and female options: Three East African case studies. Africa 46, no.4:371-388.

Government Employed Women

Rowlands,J.(1997). Questioning empowerment: working with women in Honduras.Oxford: Oxam

Royal Tropical Institute.(2000). Institutionalizing Gender and equality committed policy and practice a global source book. Netherlands, Amsterdam: KIT publisher1

UNFPA (2005).The State of World Population. The Promise of Equality: Gender Equity, Reproductive Health and the Millennium Development Goals.

http://www.unfpa.org/swp/2005/presskit/factsheete/facts_gender.htm

Steve Berry. (2006). *Women HIV and AIDS*, Retrieved on April 15, 2013 from <http://www.avert.org>

UNFPA,(2001), A Practical Approach to Gender-Based Violence: A Programme Guide for Health Care Providers and Manegers, New YorkUnited Nations, 1946. Article 21

United Nations Development Programme (UNDP).(1995). Human Development Report: Gender and Development. New York and Oxford: Oxford University Press

Welch, Lyne Brodie. (1992). Perspectives on Minority Women in Higher Education. New York.

World Bank.(2001a). Endangering Development: Through Gender Equality in Rights Resources and Voice. World Bank Policy Research Report Oxford:Oxford University Press.

World Banks Gender Statistics Database: www.genderstats.worldbank.org

World Bank. (2001). Engendering Development: Through Gender Equality in Rights, Resources and voice .Summary. Washington D.C.: World Bank.

World Health Organization (2007). Gender and HIV/AIDS, Retrieved on May 6th 2013 from <http://www.who.int/>

Indira Gandhi Open National University, Student of Social Work
Masters Project Structured Questionnaires to be filled by Selected
Government Employed Women of Nekemte town

This research questionnaire is prepared to explore the government employed women's decision-making problems of Nekemte town. It is to be answered by women who are employed and have been working for five years in a certain organization. You are kindly requested to circle the letter of your choice. I thank you in advance for responding to the questionnaire genuinely. I assure you that the responses you give will be kept confidentially.

Appendix A

Structured Questionnaires

Informant's Profile

1. Age: A. 20-25

B. 26-30

C. 31-35

D.30-40

E. >40

2. Religion: A. Orthodox

B. Protestant

C. Muslim

D. Others

3. Marital status: A. Married

B. Single

C. Divorced

Government Employed Women

E. Spouse dead

4. Education: A. Ph.D./M.D

B. M.A/MSc

C. BA/BSc

D. Diploma

E. Certificate

F. Grade 12 complete

G. Grade 10 Complete

5. Employment Duration in years

A. 1-5

B. 6-10

C. 11-15

D. 16-20

E. >20

6. Who leads the organization in which you are working?

A. male B. female

7. Who leads the subordinate section/s you are working in?

A. male B. female

8. If a certain equipment is to be bought for your organization, whose suggestion is accepted as to the kind of material to be bought? \

A. male's B. female

Government Employed Women

9. Who pretends to assume the responsibility of taking care of the property of your organization?

A. male B. female

If your answer is yes to questionnaire 4 above what do you think are the possible reasons?

10. If someone wants to borrow something that you badly need for your work and cannot work without it effectively, (example laptop), does your boss secure your agreement before lending it?

A. yes B. no

11. Does your boss (if he is male) listen to you and try to understand your problem if you encounter one?

A. yes B. no

12. Ever since you have been employed, have you had female organization leader?

A. yes B. no

13. Given that you have proper qualification, experience and work discipline, have you ever been a candidate for a certain position?

A. yes B. no

14. If there is some field work for which per diem is earned, who are given the chance of going frequently?

A. yes B. no

15. If you had been a lactating (breast feeding) mother once in the past, did that affect your work and as a result did you have argument with your boss?

A. yes B. no

If your answer to 10 above is yes, please write what happened to you and how it has affected you morally and emotionally.

Government Employed Women

16. Have you ever assumed a top position in your office or working area?

A. yes B. no

17. Whenever meetings are conducted in your office or working area, whose suggestions or opinions do you think are more and frequently accepted?

A. male's B. female's C. both

If your answer is male's to 12 above, please give as to what you think is the reason.

18. If a certain committee that performs something provisional has to be established, who is elected to chair it?

A .male B .female

19. Do you think that the maternal leave that you get after and before delivery (3 months maternal leave) is enough?

A. yes B. no

20. Do you think that your employer has the same trust in you that he has in your male counterpart in being able to perform some duty?

A. yes B. no

If your answer is no to 15 above, please write what the reasons may be.

21. If your boss is male, do you feel that he gives you the same treatments (i.e. talks to you kindly and fairly) that he gives the male employees?

A. yes B. no

Government Employed *Women*

22. Have you ever been sexually embarrassed by your boss?

A. yes B. no

If your answer is yes to 18 above, what did you do?

If your answer is no to question 18, why didn't you do something?

23. Do you think that both male and female have equal decision making authority?

A. yes B. no

24. What can be seen as reason/s for women's failure to make decision in their respective institutions?

A. the traditional beliefs that the society has about women B. women's accepting their inferiority to make decisions

25. As the whole what do you think should be done to enhance the decision making opportunity of women?

Indira Gandhi Open National University, Student of Social Work
Masters *Project in Depth* Interview Questions to be Answered by
Selected Government Employed Women

APPENDIX B

In-depth Interview
Informant's Profile

Age ____
Religion _____
Marital Status _____
Level of Education _____
Duration of employment ____

1. What role/s do you have in making decisions in your organization?
2. Does your boss sound authoritarian when you discuss some affairs with him to make decisions?
3. Does your boss very often or sometimes comply with the points that you suggest in resolving different problems that you may have?
4. Do you think that your boss has some respect for the points that you raise in meetings?
5. Does your boss talk to you contemptuously? How often and when you do what?
6. Who do you think should represent women?
7. What do you think should women themselves do to improve their decision making opportunity?
8. What are the widespread problems that constrained the decision making capability of women?
9. Do you think that the government has taken enough measures to capacitate women to make decision in the organizations in which they are working?
10. What do you personally recommend and suggest to be done in the future to help women make decisions?

Indira Gandhi Open National University, Student of Social Work
Masters Project to be Focal Group Discussions to be made with
Government Employed Women in Nekemte town

Appendix C

Focal Group Discussions

Informant's Profile

Age _____
Religion _____
Marital Status _____
Level of Education _____
Duration of employment _____

1. What do you think are the problem that made women not to make decision like men?
2. Do you think that the policies that the Ethiopian government designed helped women to make decision?
3. Who do you think should help to enhance women's decision making capability?
4. Do you think that women have worked enough to improve their decision making capability?
5. What are the solutions to the present state of women's decision making incapability?

Indira Gandhi Open National University, Student of Social Work
Masters Project Afan Oromo Questionnaires to be answered by
government Employed Women who have difficulty in understanding
English

Gaaffilee Dubartoota qacaramanii magaalaa Naqamtee keessa hojjetaniin deebi'u
Waraqaan qo'annoo fi qorannoo kun kan inni qophaa'e hagam dubartooti magaalaa Naqamtee
dhimmoota bakka hojii isaanii keessatti murtoo akka kennu danda'an sakatta'uuf. Innis kan
deebi'uu qabu dubartootaan ta'a. Kanaaf maalloo gaaffilee armaan gadi 'A' ykn 'B' jedhaa
deebisaa. Gaaffilee kanas dhugaadhaaf amanamummaadhaan akka deebistaan jechaa deebiin
keessanis akka dhoksaan qabamuu nan mirkaneessa.

Birqaba 'D' Afaan Oromoo
Proofaayilii Deebistootaa

1. Umurii: A. 20-25 B. 26-30
C. 31-35 D.36-40 E.>41

2.Amaantaa

- A.Ortodoksii
B.Protestaantii
C.Musiileema
D.Kanbiroo

3.Haalaa Gaeelaa

- A.Kan hineerumin
B.Kan hiitte
C. Kan abbaan manaa du'e

4.Sadarkaa barnoota

Government Employed Women

A.Digirii 3ffaa

B.Digirii 2ffaa

C.Digirii 1ffaa

D.Diploomaa

E.Certifiketa

F.12 kan xumurtee

G.10 kan xumurtee

5.Waggootaa qacarrin turte

A.1-5

B.6-10

C.11-15

D.16-20

E.> 20

6. Kan mana hojii keessaan gaggeessu eenyu?

A. dhiira

B. dubartii

7. Gareewwan xixiqqoo mana hojii keessan eenyuu gaggeessaa?

A. dhiira

B. dubartii

8.Meeshaan tokko mana hojii keessaaniif yoo bitamuuf ka'e waa'ee akaakuu meeshaa bitamuu yaada enyuutu caalaa fudhatamuu?

A. kan dhiira

B. kan dubartii

9. Qabeenya mana hojii keessaan keessaa jiruuf ana qofaatu itti gaafatama eenyutu jedha?

A. dhiira

B. dubartii

Government Employed Women

Deebiin keessaan gaaffii laakkofsa arfaffaaf dhiira yoo ta'ee sababiin isaa maalii jettanii yaaddu?

10. Meeshaa isinitti hojii hojjetan tokko (fkn Laptop) namni yoo ergifachuu barbaade hojii-geggeessaan keessan isini wajjin waliigale ergisa?

A. eeyyee B. lakkii

11. Hojii-geggeessaan keessan (yoo dhiira ta'e) isin dhaggeeffatee rakkoo keessan hiikaa?

A. eeyyee B. lakkii

12. Ergiiqacaramtaniikaaseedubartiinisin hogganteebeettii?

A. eeyyee B. lakkii

13. Sadarkaan barnootaa, muxannoo hojii akkasumas disiippiliinii hojii qabdu yoo ta'e, geggeessittii hojii tokkoo ta'uuf naqatamtanii beektuu?

A. eeyyee B. lakkii

14. Hojiin dirree kafaltii guyyaa argamsiisu waajjira keessan keessa jira yoo ta'e dubartii moo dhiiratu caalaa carraa argata?

A. dhiira B. dubartii

15. Deessanii hoosisaa turtaniittuu yoo ta'e kun hojii-gaggeessaa keessan wajjiin yaadaan walitti isin buusee beekaa?

A. eeyyee B. lakkii

Deebiin keessan lakkoofsaa 10^{ffaaf} eeyyee yoo ta'ee maaltuu isin irra ga'ee hamlee keessan midhee?

16. Yeroo hojjechaa turtan kana keessatti taayitaa argattanii beektuu?

A. eeyyee B. lakkii

17. Yeroo walga'iin waajjira keessan keessatti gaggeeffamu yaada enyuutu irra fudhatama argata?

Government Employed Women

A. kan dhiiraa B. kan dubartii C. kan lammanii

Deebiin keessan gaaffii 12^{ffaa} kan dhiiraa yoo ta'ee sababin isa maalii jettanii yaaddu?

18. Koreen dhimma tokko tokkoo yeroof hojjetu yoo ijaarame dura-taa'aa ta'ee eenyutu filatama?

A. dubartii B. dhiira

19. Heyyamni da'umsa duraaf booda laatamu ga'aadha jettanii yaadduu?

A. eyyee B. lakki

20. Hojii gaggeessaan keessan amantaa hojii qaxalummaadhaan hojjechu warra dhiiraa irraa qabu isin irraas qabaa?

A. eyyee B. lakki

Deebiin keessan gaaffii 15^{ffaa} yoo laakkii ta'ee sababin isaa maali jeettani yaaddu?

21. Hojii-gaggeessaan keessan isiniif warra dhiiraa wal-qixa ilaala jettanii yaadduu (jechuun isin wajjin akkuma warra dhiiraa haasa'aa?)

A. eeyyee B. lakkii

22. Sababa dubartummaa keessanii miidhaan karaa mana hojii keessaan isin irra ga'ee jiraa?

A. eeyyee B. lakkii

Deebiin keessan gaaffii 17^{ffaa} yoo eeyyee ta'ee sababiin isaa maali jettuu?

23. Dubartiif dhirri dhimmoota murteessuuf mirgi isaanii walqixaa?

A. eeyyee B. lakkii

Deebiin keessan lakoofsaa 18^{ffaa} lakki yoo ta'ee sababiin isaa maali jeettuu?

24. Sababiin ykn sababi wan dubartoonii bakka hojii isaani mana motumma keessati murtoo murteessu dadhaban maalii jeetanni yaaduu?

Government Employed *Women*

- A. amantaa uummati dubartoota irraa qabuu
 - B. gadaantumma ofii isaaniin fudhaachuu irra kan ka'ee
-
-

25. Walumaagalatti dubartoonnii fi dhiirrooni murteessummaa walqixaa qabaachuuf maal osoo godhanni yaadduu?
