

REPORT ON THE GENDER ANALYSIS STUDY OF WOMEN REPRESENTATION IN LOCAL GOVERNMENT COUNCILS

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EXECUTIVE SUMMARY

This study “Gender Analysis Study on Women Representation in Local Government Councils” is part of the EC in bringing about the Non –State Actors Strengthening Programme in The Gambia. This is meant to promote gender empowerment and increasing women’s representation in Local Government Authorities (LGAs. The under representation of women in such positions and decision making level is believed to be the reason why they perpetually remain voiceless.

Qualitative and Quantitative data collection methods and analysis were used to collect the data. Desk research involving a review of literature in line with the study theme was applied. It was a representative purposive sampling of Institutions, Individual women and men. Key informants and Local Government Councils in the four regions viz: NBR, LRR, CRR, URR, the UN Agencies; UNICEF, UNFPA, UNDP and other Non Governmental Organisation NGOs such as GAMCOTRAP, BAFROW, APGWA were targeted. Semi-structured and one-on-one interviews involving questionnaires and focus group discussions were used to collect the data. The languages used to elicit responses were English, Wolof and Mandinka. The choice of language depended on participants’ ethnicity and level of education.

The study found that women were under represented in the top hierarchy in Local Government Councils and decision making positions. The factors that hinder women’s advancement and leadership were identified: low levels of education and training, socio-cultural factors, heavy workload.

In spite of women’s disadvantaged position in society women were making progress because of the enabling environment provided by the government of the Gambia and other civil society intervention. Strategies to increase women’s representation in Local Government Authorities and decision making positions are highlighted and these include creating and updating a data base of women at such level and in decision making positions and advocating for quota systems for qualified women in the public and private spheres.

Key baseline data showing the representation of women in leadership and decision making positions are provided in the annex. The baseline data will be used to measure the success of the

interventions to increase female representation in Local Government Councils and in decision making positions. These measures would promote female representation and would create a critical mass of women in decision making positions who will influence policies and decisions that affect women's lives.

ACRONYMS AND ABBREVIATIONS

AVISU	Agency for Village Support
BPA	Beijing Platform for Action
CBO	Community Based Organizations
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CRR	Central River Region
CSD	Central Statistics Department
CSIP	Community Skills Improvement Project
CSO	Civil Society Organization
DOSWA	Department of State for Women Affairs
FGD	Focused Group Discussions
FLAG	Female Lawyers Association of the Gambia
GAD	Gender and Development
GAMCOTRAP	Gambia Committee on Traditional Practices
GAWFA	Gambia Women Finance Association
GFP	Gender Focal Points
IEC	Independent Electoral Commission
KMC	Kanifing Municipal Council
LGA	Local Government Area/ Act
LGE	Local Government Elections
LRR	Lower River Region
MDGs	Millennium Development Goals
MOU	Memorandum of Understanding
MTR	Mid -Term Review

NATC	Njawara Agricultural Training Center
NAMs	National Assembly Members
NAWFA	National Women Farmers Association
NBR	North Bank Region
NCCE	National Council for Civic Education
NGO	Non Governmental Organization
NPAGW	National Policy for the Advancement of Gambian Women
NWC	National Women's Council
PRSP	Poverty Reduction Strategy Papers
SPA	Strategy for Poverty Alleviation
UNDP	United Nations Development Programme
UNFPA	United Nations Fund for Population Activities
UNICEF	United Nations Children Education Fund
URR	Upper River Region
VDC	Village Development Committee
WASDA	Wuli Sandu Development Association
WB	Women's Bureau / World Bank
WDC	Ward Development Committee
WID	Women In Development Project
WRC	West Coast Region

DEFINITION OF TERMS

Advocacy: It involves individuals or organizations or society mobilizing to influence political decisions.

Alkalo: Village Head.

Capacity: It is the ability of individuals, organizations and societies to perform functions well, solve problems, set goals and achieve objectives in a sustainable manner (UNDP, Capacity Practice Note)¹.

Gender: Gender refers to the socially constructed relationship between men and women. It specifies the roles and responsibilities of men and women in a given society. Class, education; race, religion, culture, wealth, age, geographical setting and caste are some of the factors that impact on gender relations. Society is not homogenous as such policies and programmes are not gender neutral and must be looked at through a gender lens to ensure equity.

Gender equality: Means that women and men enjoy the same status and are given same treatment. Sameness of treatment does not always result in sameness of results because past discriminations and disadvantages affect the outcomes of interventions.

Empowerment: Empowerment means different things to different people by making them capacitized and let them realize their full potential.

Gender equity: Is the process of being fair to women and men. To ensure fairness, measures are taken in favour of the disadvantaged group which compensate for historical and social disadvantages that have prevented women and girls from operating on a level playing field with men and boys. Equity leads to equality.

Imam: A male learned in the Quran and leads Muslims in prayers.

Jarga: Is a Fula word for founder of a settlement.

Kabilo: Clan or lineage head.

Kafo/Kompin The name given to traditional groupings of people who come together for a specific purpose to achieve common goals.

Patriarchy: A system of male domination of women. It transforms males' and females' biological roles into men and women and through religion, tradition, laws, language and customs determine what part women can or cannot play. The female by this is thus subsumed under the male (Rich 1977; 57)².

¹ UNDP, Capacity Practice Note

² Rich 1977; 57

Quotas: They are a form of affirmative action used to bridge the gaps between men and women, boys and girls to ensure equality of opportunities. In the political field, countries can state in their constitutions that a percentage of seats be reserved for women or they can pass laws to reserve a percentage of seats for women. Political parties can do likewise and this is not considered discrimination.

Sex: It refers to the biological differences between men and women. Certain functions of women like child bearing, pregnancy and nursing babies are biological roles.

Seyfo: Chief, Head of a District

CHAPTER 1

1.0 INTRODUCTION

1.1 LOCATION AND GEOGRAPHY



The Gambia is located on the West Coast of Africa and lies between latitudes 13°3` - 13°49` N and longitude 16°48` - 13°47` W. It is a long narrow stretch of land with a length of approximately 450 km and a width of 10-40 km narrowing up country. The country is bisected almost into equal halves by the river Gambia which stretches across its whole length on the North and South banks. It opens into the Atlantic Ocean on the Western side and is surrounded on the north, east and south by the Republic of Senegal.

Women constitute 51 % of the population and their fertility rate is 6.1. Most of the women live in the rural areas and are engaged in agricultural production, food processing and marketing. They are thus the main producers of food. Despite their huge investments in food production, women constitute 70% of the unskilled agricultural labor force. Land in the rural areas is scarce due to factors like environmental degradation, lack of access and control to land by women.

The gender analysis study covers four regions namely:- North Bank Region, Central River Region, Lower River Region and Upper River Region. In 2003, the population The Gambia stood at 1.3 million people compared to 1.03 million in 1993. This represents a growth rate of 2.8% between 1993 and 2003 compared to a growth rate of 4.2% in the previous decades. About 60% of the population is less than 25 years old and the youth, 15 to 35 years, are estimated around 40%. Over half of the population is below 20 years of age and the youthful population is rapidly increasing (CSD, 2003 Preliminary Census Estimates)¹. The relatively young population has resulted in high dependency which has serious implications for economic growth and this is further complicated by the scarcity of land in the urban areas and low soil fertility in the rural areas, thus making agricultural activities difficult.

1.2 OBJECTIVE OF THE STUDY

This project is part of the EC Non State Actors Strengthening Programme in The Gambia that is geared towards promoting gender empowerment and increasing women's representation in Local Government Authorities. This project seeks to address the challenges of women involvement and representation in local government council. Therefore a consultant was hired and assigned the following tasks contained in the Terms of Reference (TOR): The objectives of the gender analysis study were to determine the level of women representation in the four Local Government Areas and to find out why women do not use their active voting rights to participate in decision making and:-

-  To provide a base line data as a benchmark to measure progress during and after the implementation of the project.
-  To review relevant policies and documents, to find out the extent of opportunities provided for women, to effectively participate in decentralized local governance.

¹ Population and Housing Census 2003

- ✚ To examine gender relations in local government structures and the role of local government council in promoting women participate in local governance.
- ✚ To identify capacity needs of women in decision making positions in advocacy, community leadership and confidence building skills.
- ✚ To develop a short term strategy/action plan for capacity development of women.

1.3 Gender Dimension of Poverty

Box 1: GENDER DIMENSIONS OF POVERTY

Poverty in the Gambia has a significant gender dimension. Table 1 below shows that 53.5% of female-headed households fall below the poverty line compared to 34.8% for male-headed households. The higher incidence and severity of poverty amongst women as compared to men, leads to a relationship between gender and poverty commonly referred to as the 'Feminisation of poverty'. Generally standards of living are lower in female-headed households than in male-headed households. Due to the migration of males from the rural areas to the urban areas, households with females as temporary heads constitute 50.3% (i.e. where their husbands migrated or live in urban areas or were in polygamous unions in their own households). Women who are the major driving force for development, especially in rural communities, face adverse poverty; thus making them vulnerable. The result is retarded development which is exacerbated by under representation in decision making².

Source: *Integrated Household Survey, 2003*

Table 1: Poverty by Gender of Household Head

Poverty Index	Gender	Estimates based on lower poverty line
Headcount	Male	34.8
	Female	53.5
Poverty Gap	Male	11.6
	Female	22.2
Poverty Severity	Male	5.3
	Female	11.9

Source: Integrated Household Survey, 2003

² Integrated Household Survey, 2003

1.4 PROBLEM STATEMENT

Women constitute 51% of the population but their numerical strength is not reflected in the number of positions they hold in the public sphere of decision making. In the civil service they are 21% of the work force of whom majority are employed in administrative and support positions rather than in managerial³

Women constitute 58% of voters and they exercise their franchise during elections. In the 2006 elections for the National Assembly out of 54 members, only 1 woman was elected through the ballot box, 1 was returned unopposed and 3 were nominated (Electoral Report 2006)⁴. Female representation in the National Assembly is 13 % and falls far below that recommended by the Inter Parliamentary Union and the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW).

The African Union recommends 50% female representation in National Parliaments. It is in the National Assembly that laws are made which govern citizens and this body comprises the elected representatives of the people and supervises the executive and other branches of government.

In cabinet, women hold key positions but their numbers are still low. There are 15 Ministers and of these 5 are women including the Vice President. The Vice President is both the first woman on the African continent to hold this position and the longest serving. In the local government administration, all the 4 administrative areas are headed by Governors and these are all men⁵.

Of the 115 elected councilors only 15 are women .There are no female District Chiefs and in the 1,873 villages in the country only 4 have female “Alkalolus” (village heads), (UNDP Governance and Gender in Development The Gambia Medium Term Plan 2005 – 2005⁶). Even though the President of the Gambia is committed to raising the status of women in decision making by appointing them to key positions, the foregoing shows that at all levels of decision making female representation falls below that set by the international community.

1.5 CONTEXTUAL ANALYSIS

Women representations in local government council's areas are low with less than 7% of the seats in the local government. Additionally, out of 63 ward councilors elected within the four regions, only four are elected, representing 6.3% out of the total council representation, despite the fact that they form over 50% of the population in the regions. Women's involvement in governance structures and their participation in decision making at regional is negligible partly due to the fact there persist high illiteracy rates amongst women. Additional factors that contribute to the limited women's involvement of in decision making processes are cultural and traditional factors, some women do not possess the confidence to attempt governance or decision making.

³ UN 2005, Common Country Assessment the Gambia

⁴ Electoral Report 2006

⁵ UNDP-Women's Bureau Capacity Assessment of Women in Decision Making 2008

⁶ UNDP Governance and Gender in Development The Gambia Medium Term Plan 2005 – 2005

In cabinet due to the pro- active stance of the president, females are 33 %; thus the critical mass required to influence policies has been achieved. In the top hierarchy of the civil service, positions of permanent secretaries and directors the number of females is minimal.

The 2008 local council elections report show that there were 115 contestants of who 20 were women and of these 15 won. The number of female councilors is much less than that of males. With few women in council, it means that they will be unable to influence decisions. This defeats the spirit of the LGA which seeks to increase and enhance grassroots participation in governance through the involvement of the different players who are the drivers of development.

1.6 SCOPE OF STUDY

The study aims at examining gender representation and other influencing factors that determined the gross under-representation of women in the decision making structures of Local Governance. Series of projects have been implemented to strengthened local governance and enhance women participation in decision making. **The EC Non State Actors strengthening project** also supported projects that seeks to build women's leadership skills and empower communities to be active participants in the decision processes that influence the laws and policies that shape their lives.

The scope of the study was limited to the four regions of **LRR, CRR, NBR and URR** with a focus to examine gender representation in local governance. It is evidence that there exist a huge gender imbalance on women's representation in local governance structures at all levels and this has a strong correlation on their poverty status. In order to correct this imbalance the findings of the study should be disseminated at a forum, where it is hoped that political parties who are the key gate keepers will agree to allocate quotas of political seats to their female members.

The study further examines the contributions of local government councils in enhancing women participation in decision making position. Base line data is provided in the annex to indicate gender representation in local governance structures.

1.7 JUSTIFICATION OF THE STUDY

European Development Fund under its Non - State Actors Strengthening Programme in The Gambia has provided funding for capacity empowerment of women in decision making processes to Concern Universal which is the implementing partner that supports the increase in the representation in local government councils and this will contribute to the attainment of MDG3 - Gender Equality and the Advancement of Women. Over the past CU has been engaged with promoting women's right and advocating for gender equality through its livelihood and health project.

The Local Government Elections slated for January 2013 are seen as a training ground and an avenue to bring more women into decision making positions and political participation. Local government authorities' role in service delivery especially in the rural areas will help in reducing poverty. The success in decentralization, devolution of functions and powers from the central government to local authorities will hinge on capacity building at both the central and local levels. As such, the capacities of key players like female ward councilors must be enhanced; if

they are to promote policies that overcome systemic and attitudinal obstacles to an equal role for women and men in public life.

Bringing in women with enhanced leadership capacities to sit with men in the rural areas; to deliberate on issues affecting communities is the foundation for democratic governance that is inclusive. Empowering women as leaders is the most effective tool for development and in the words of Kofi Annan:

"No other policy can raise economic productivity, reduce child and maternal mortality, prevent HIV/AIDS and increase the chances of education for the next generation like the empowerment of women" Kofi Annan: UNICEF 2006 Report Gender Equality⁷: The Double Dividend.

This report examines policies, programmes projects, laws and relevant documents and identifies gaps that pertain to women in decision making and political participation. Quotas are the silver bullets to fast track women's political participation and representation. CEDAW, NPAGW (1999-2009), National Gender and Women's Empowerment Policy (2010-2020)⁸, Women's Act 2010⁹ see this measure as the quickest and shortest way to achieve parity in decision making. Failure to do this might mean waiting several decades to achieve MDG3. Increased and enhanced women's political participation has a positive knock on effect on poverty reduction as women especially those living in rural areas are the poorest of the poor.

The study may lead to a change in attitudes, behavior and perceptions about women and their role in the political process. It can have a multiplying effect as alliances will be sought with other actors working to promote accountable and representative good governance. It is against this background that the study is justified.

1.8 LIMITATIONS OF THE STUDY

The Country is divided into seven administrative regions and the study targets four viz: URR, CRR, LRR, and NBR. Each of these administrative regions is headed by a Governor. The study covers 31 districts out of the 48 and these districts are further divided into wards and comprise clusters of villages administered by Chiefs.

It was impossible to conduct the study in every part of the four regions of the country taking into account the duration of the study and the resources available. The study therefore targeted certain localities within each of the four regions. Localities were selected to give a representative purposive sample. Accessibility and strategic importance were factored into the selection. It is hoped that findings from any of these localities will inform on what happens in other parts of the local government areas.

1.9 DURATION OF THE STUDY- It is expected that the study will take 30 days.

⁷ UNICEF 2006 Report Gender Equality: The Double Dividend.

⁸ National Gender and Women's Empowerment Policy (2010-2020)

⁹ Women's Act 2010

CHAPTER 2

2.0 DESIGN OF THE STUDY

2.1 METHODOLOGY

The study is designed to use both qualitative and quantitative approaches. Participatory methods like focus group discussions (FGDs), semi structured and one-on-one interviews and case studies were used. Communities are better at identifying their needs and developing plans that are workable. There is ownership of the project because of communities' involvement. The focus of the research was not only to look at what is wrong and how it can be fixed but also to look at capacities and opportunities that can be built upon. This shift in focus required looking at institutions and organizations that shape and influence policies.

Documentary analysis, field and desk research informed the study. The methods of conducting the Gender Analysis Study allowed for self reflection by the Implementing Partners of the Project. They assess their capacities and identify desired future capacities. This method is less intrusive and deepens stakeholders' engagement. Thus engagement and dialogue are built around the process, the strategies and desired results which lead to consensus building and partnerships.

The tools for the Gender Analysis Study were developed, pretested before administering them and this resulted in improved questionnaires, focus group and interview guides. (Reference to annex 3 on the report)

2.2 METHODS OF COLLECTING THE DATA

The study applied a mix of both quantitative and qualitative methods. This allowed for data from both methods to be compared and the results triangulated. Quantitative methods provide "concrete" facts that are objective and verifiable which will be used to measure changes and progress in achieving gender equality and women's advancement. The quantitative indicators provided are measured against international standards.

Statements which confirm traditional gender norms are thrown in to check attitudes, and perceptions of participants. These will be used later to find out if perceptions and attitudes have changed. By using quantitative and qualitative methods, the bias inherent in each is minimized. It is hoped that a Concern Universal will adopt the capacity development strategy model on page 31 as a proposal for accelerating the attainment of MDG3.

2.3 RESEARCH INSTRUMENTS

Interviews, focus group guides and key informant questionnaires were employed to conduct the gender analysis study. The consultants developed the instruments which were pre-tested improved on before administering them.

2.4 INTERVIEWS

Some of the items in the guides were structured to give open-ended answers. The languages used to conduct the FGDs were Wolof or Mandinka.

Interviews were conducted in English using an interview guide for respondents who were heads of Local Government Council UN Systems and NGOs. Also, the interviews were directed at members of the Local Councils. The purpose was to supplement, clarify information and get respondent's inputs into the study credibility.

2.5 FOCUS GROUP DISCUSSIONS

These were directed at participants in the regions who are stakeholders. They are the direct beneficiaries of this intervention and their inputs are important to the success of the outcomes. A total of five FGDs were conducted in all the regions respectively and they are as follows; CRR in Kuntaur and Janjanbureh 1, Basse in URR - 2, Lower River Region in Soma and North Bank Region in Njawara Village (For details refer to annexe 2).

2.6 DOCUMENTARY ANALYSIS

A review of appropriate laws, studies, policy papers, documents and literature was conducted to identify gaps that impinge on women's political participation and decision making. Strategies and structures that enhance or do not enhance women's political participation and decision making were examined and recommendations made.

2.7 METHODS OF ANALYZING THE DATA

Both quantitative and qualitative methods were used and a review of the relevant literature and documents employed. Information derived from the instruments was analyzed using tabulations, frequency counts and proportionality. A baseline data on the status on women's representation in political leadership and decision making positions is provided in the report.

The findings were compiled in order to get further inputs from the contracting agency (CU). This is aimed at building consensus and satisfaction. It is hoped that one of the outcomes of this study will be the convening of a forum where political parties will pledge to allocate quotas of political seats to their female members.

The data was analyzed using both quantitative and qualitative methods this was to minimize the bias inherent in each one of them. Quantitative methods produced quantifiable results and "concrete" evidence against which success and progress can be measured. Quantitative methods alone do not bring out peoples' attitudes, knowledge, opinions and feelings.

CHAPTER 3

3.0 FINDINGS AND ANALYSIS

3.1 GENDER REPRESENTATION IN LOCAL GOVERNANCE STRUCTURES

One of the objectives of the study was to identify gender participation in the four local Government Authorities (LGAs).

The findings of the study revealed that women participation in local governance structures such as:- Governor, Chairperson of the Local Government Area Council, Chief Executive Offices, is very insignificant compared to their male counterparts. Women are more predominantly found in the ancillary position such as secretaries, clerks, revenue collectors and so on.

It has also revealed that women are also represented in the Village Development Committees (VDCs), Ward Development Committees (WDCs), and Local Government Authorities as (Ward Councilors, and in some oversight committees such as the Service Commissions). The main function of VDCs is to serve as entry points for all development interventions in the communities. Members of such committees are responsible for the day to day development of the communities. At VDC level, women should be able to identify and prioritize the needs of their communities, mobilize resources to carry out their functions in the most effective and efficient manner. The Second National Conference on Decentralization noted that decentralization was a major development strategy and capacities at the local levels must be built to effect development.

The 1997 Constitution gives local government authorities and traditional rulers a high degree of autonomy and calls on them to contribute and deliver development. The dearth of human resource was identified as one of the challenges facing the local government authorities. The assessment has also revealed that women's capacities need to be developed and effectively strengthened in the following areas. The Governor's of NBR "indicated that there is room for improvement with regards to women's representation in Local Government Councils and this can only be better achieved when women themselves take centre stage, be assertive and proactive in a realistic and participatory manner".

Table 2: Gender Representation in Local Councils

Ward Representation by GENDER					
Councils	Elected		Nominated		Total
	Male	Female	Male	Female	
KAC	16	0	2	1	19
JBAC	10	1	2	1	14
MAC	11	1	2	1	15
BAC	13	1	2	1	17
KTR AC	9	1	2	1	13
Total	59	4	10	5	78

Source GAS Field Survey September 2011

Table 3: VDC MEMBERSHIP BY GENDER

VDC	Total	No of Female	No of Male	% Female members
Pakalingding	19	6	13	32
Kabba Kamma	18	8	10	44
Suwareh Kunda	18	7	11	39
Sololo	15	4	11	27
Njau	16	5	9	31

Source GAS Field Survey September 2011

The Statistics above suggests that most of the traditional structures are not gender representational with patriarchy at the fore. Women are hardly involved in discussions and are often considered to be passive. The VDC to be precise is gender insensitive/ bias and female members happens to be wives of Alkalos or important community members who are not genuine representatives of Women. However, the social hierarchy within the structures often serves as an impediment among the different casts in the communities. It is prudent to note that, the Serahuli community in particular is no exception to this assertion and this may have negative influence in any development initiative.

Box 2: PERCEPTIONS ON LEADERSHIP

The female Alkalo of Njawara village said: “A leader should be self confident, reliable, dependable, fair, and trust worthy”. Other necessary qualities identified are: honesty, respect, determination, commitment, perseverance, patience, and hard work.

The ability of leaders to provide resources for needy members of the community was highlighted. Several female leaders were extolled for their generosity by the members in the community. However, one female leader said in an aside that demands made by the community on her for financial and material resources were sometimes very high, taking into account that she only gets a small subvention from government.

This is a serious issue for Gambians at all levels of leadership positions. Culture and tradition dictate that those who hold public offices should look after the extended family and the community. Poverty is high in the rural areas so it is no surprise that the ability to provide resources is seen as a key leadership quality.

What are the implications for citizens? Firstly, it puts a lot of stress on those who occupy these positions. It means that those who lack resources may not be selected as leaders even though they may be quite competent. Women who have very few resources like cash, cattle and land, find that they cannot compete with males who are already endowed with education and access and control of resources. This in part may explain women’s invisibility from the corridors of power. From all indications women in decision making positions are doing very well and respondents see them as transparent, credit-worthy, committed, task oriented and less corrupt than men because women fear embarrassment.

Box 3: DECISION MAKING POSITIONS

The following were identified as the leaders in the communities:

Alkalo / Jarga (Village Head) Community leader

Imam Religious Head

Kabilo: Head of Clan

Lady President- Head of the women and she coordinates women's development activities

Chief (Sefo) District Heads

National Assembly Member

Local Government Councilor

Members of The National Women's Council

Youth leader responsible for youth development issues

Source: Gender Analysis Study (September 2011)

The offices of Seifo, Kabilo and Alkalo are traditional leadership positions which have existed since the founding of the communities and men are usually the holders of these positions. It is only in recent times that women have been appointed Alkalos in 4 villages and one of them Njawara is part of this study. As can be seen from this list, there are few positions for females in the villages. The position of women's leader is not powerful and the decisions taken at this level include hosting of guests, providing mutual support and setting up savings scheme.

Decision making thus becomes the purview of men, making them visible and powerful in the community, and creating the myth that only men can lead as was pointed out by one female in the FGD. She said that they are used to seeing men in decision making positions and not women. Another female respondent equated the absence of women from the arena of decision making with deprivation and lack of access to resources when she said, "You will not get a share of the resources if you are not one of the sharers". This statement comes from a respondent with no formal education whose wise words explain the cause of women's poverty which stems from their exclusion from decision making positions.

Development becomes skewed and women who are more than half the population do not get an equitable share of resources because they lack voice and visibility. Women's participation is both a development and social justice issue.

Table 4 Decision Making Positions in North Bank Region

Position	Male	Female
Governor	1	0
Chiefs	7	0
Chairperson KAC	1	0
Service Commission	4	2
Alkalo	336	3
District Tribunal Court	6	1
Lady Councilors	0	7
Ward Councilor	18	1

Source GAS Field Survey September 2011

Table 5: Status by Gender in Top Management of Kerewan Area Council

Positions	Male	Female
Senor Management	5	0
Middle Management	2	3
Finance Committee	5	0

Establishment Committee	5	0
Development Committee	4	0
Education Committee	5	0
Head of Sub Treasury	1	1
Ancillary Staff	112	24

Source GAS Field Survey September 2011

Tables 3, 4, 5 & figure 1 above reinforce the findings from the FGDs and interviews which indicate that men hold majority of decision making positions in the communities. Although the tables refer to two areas yet they give a picture of the general pattern regarding male and female representation that exists in the four local governance structures. Socio-cultural and religious beliefs perpetuate male domination in decision making and create the impression of men as leaders and women as followers. A key informant noted that people are used to seeing men in leadership positions and not women. Politics by its nature is gendered and played according to male rules so that women find themselves relegated to the singing, clapping and dancing stage of politics.

Table 6: Senior Management of Local Government Councils (KAC,MAC,JAC,KTAC,BAC)						
Categories	Count			%		%Total
	Male	Female	Total	% Male	% female	
Chairperson	5	0	5	100	0	100
CEO	5	0	5	100	0	100
Director Finance	5	0	5	100	0	100
Director Planning	5	0	5	100	0	100
Finance Manager	5	0	5	100	0	100
Development Officer	5	0	5	100	0	100

Source GAS Field Survey September 2011

3.2 RESPONDENTS' PERCEPTIONS ON GENDER EQUALITY AND EQUITY

Gender equality and gender equity are two concepts that come up in the discourse of women's empowerment, and the team wanted to find out people's understanding of these terms and their feelings about their use. The findings reveal that there are misconception about these terms and the term gender. Gender equality according to the respondents means giving equal treatment to both men and women in spite of biological differences, so gender equality is unacceptable. In addition, they believe that gender equality means equality in everything including marriage, which is impossible to achieve. The respondents perceive the term gender as meaning that women become bosses and take control of men, thus overturning tradition and religion. As a result they do not want it to be part of the empowerment discourse for women. Gender equity is preferred and should be used when talking about women's empowerment, as it means being fair, just and according treatment and rights based on needs and biological differences.

The trainings and talk of women's empowerment is causing tension and problems in some localities due to fear and inadequate knowledge and understanding of the concepts. Some men see the training as attempts to overturn the status quo which would make them lose control over women.

BOX 4: PERCEPTIONS ON GENDER EQUALITY AND EQUITY

A lady in URR remarked that, some of the men were saying that the policies of government and the lessons learned at workshops have made women to “Grow horns”, meaning that women were becoming aggressive and loud mouthed. She added that some of the men would not allow their wives to attend workshops and trainings and castigated those who did; accusing them of sending their wives to places where women are taught to question male authority and demand equal rights.

The male respondents in the FGDs and the interviews would like to see the name Women’s Bureau changed as they feel that this is divisive. They see no reason why there should be a separate office for women when men and women are living together. They feel that compartmentalizing women as separate entities from men is not propitious for improving gender relations. Some men went on to say that they were going to form a unit of their own, which they will call “Men’s Bureau.”

CASE STUDY

Key Informant: Concern Universal Gender Analysis Study 2011

Most of the respondents believe that the role of caring for children and families should be women’s purview. Culture and religion are important forces that shape people’s thinking and the groups interviewed show how important these are in their lives.

The responses from the institutions about these concepts show that majority are in favour of employing gender equity; when talking about women’s empowerment. They believe the term will help women enjoy the rights they have as members of society. Some stated that equity is the ideal choice because man was the first to be created and that when equity is achieved we can then talk about equality. It was difficult to ascertain whether the views expressed in the questionnaires were those of the institutions or those of the staff who filled out the questionnaires. Most of the responses were handwritten and looking at the writing we could safely say that the views expressed were from women. According to the women and men they would prefer the concept gender equity to be used as a term for women’s empowerment.

The facts show that there are misconceptions about the term gender which is a societal construct that defines the relationship between men and women, women and women and men and men. It is influenced by wealth, geographic location, age, education, race and so on. The terms gender equality and equity are also misconstrued. People disapprove of the term gender equality because they believe that it simply means according the same treatment to both men and women despite biological differences.

Sameness of treatment does not always result in sameness of results. Different life conditions and past discriminations, disadvantage groups in societies and prevent them from realizing their full human rights and potential to contribute to national development. Gender equity allows for measures to be taken that compensate for disadvantages suffered by groups. It ensures that both men and women operate on a level playing field. Gender equity in the end leads to gender equality.

De-mystifying the terms gender, gender equality and gender equity by beneficiaries and the different gatekeepers is essential to diluting tensions and compartmentalizing women should be avoided. The creation of a Women’s Bureau and the use of the name is a sore issue amongst male respondents. Maybe there should be a change in the nomenclature of the institution,

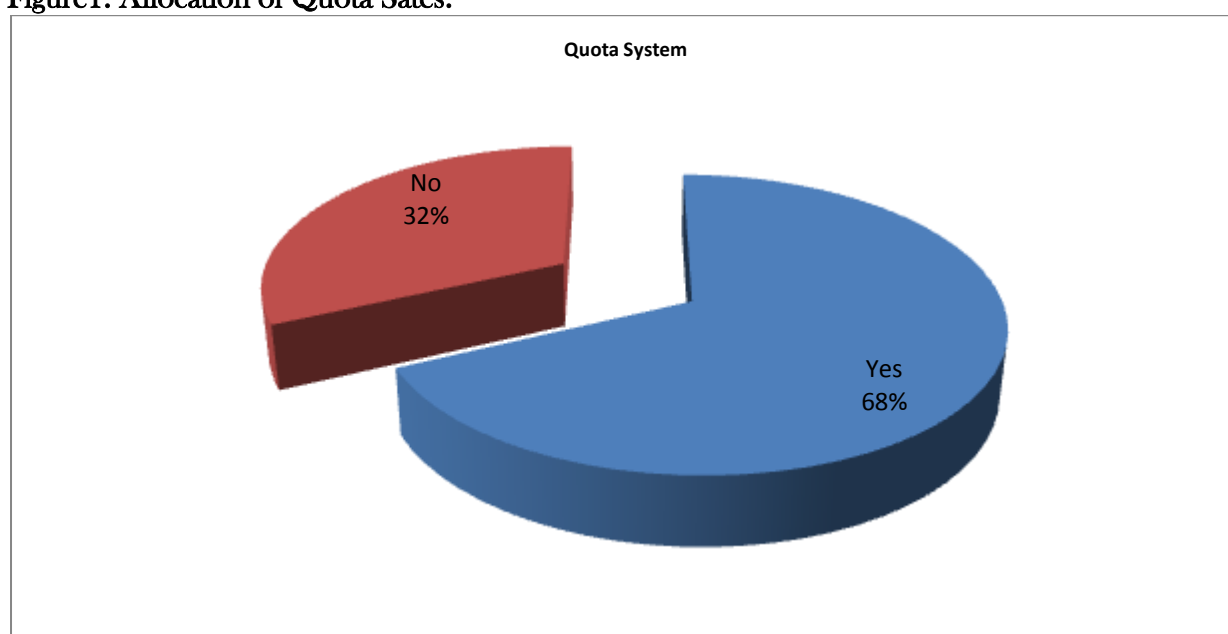
since there has been a shift in the development paradigm from WID (Women-in-Development) to Gender and Development (GAD).

The issue of name was also highlighted in the Mid Term Review of the National Policy for The Advancement Of Gambian Women (August-September 2006). However the low status of women warrants the creation of a Bureau for women that bridges the gender disparity between men and women, so that women are brought to par with men. Generally the issue of 50 - 50 between men and women did not go down well with most of the FGD participants. However, the important role and contributions women make in the socio-economic development of the country was emphasized and recognized. Therefore encouraging equity between men and women to access and benefit from development opportunities was considered important.

3.3 ALLOCATION OF QUOTAS OF SEATS

The Quota System issue appears to project a reflection of divergent views as 68% of the people interviewed responded in the affirmative that Quota System should be introduced in order to increase women's representation in Local Government Councils and the National Assembly. Whilst 32% are with the view that it is not necessary hence it is not sustainable and it may even be disempowering women rather than empowering them as they may be lazy to work hard neither contest competitively for political positions.

Figure1: Allocation of Quota Sates.



Three out of the 17 ward councilors and heads of local government councils mentioned that the constitution should include a provision for quotas to help women overcome systemic barriers to political participation. None recalled that these are measures that political parties can adopt. Quotas and reserved seats are some of the temporary measures that CEDAW, the NPAGW, the African Charter on Human and Peoples Right and the Protocol on the Rights of Women in Africa suggest can be taken, to close the gap between male and female representation in the political and public spheres. The level of knowledge about CEDAW and other international instruments which relate to the rights of women, may appear to be low

because no one spoke about them or it could mean that they were not worth mentioning. Whatever the reasons, there is need for civic education on rights.

3.4 STAKEHOLDERS INTERVENTION PARTNERSHIP BUILDING AND INSTITUTIONAL STRENGTHENING

The Project has established an implementation mechanisms in the four regions in partnership with Njawara Agricultural Training Centre (NATC) in NBR, Agency for Village Support (AVISU) in CRR, Freedom From Hunger Campaign (FFHC) in LRR and Wuli and Sandu Development Agency (WASDA) in order to spearhead the implementation of the EC/NSA Project to strengthen the promotion of Women Empowerment and their representation at decision making levels. Membership at GAT level is gender sensitive and are drawn from communities, partners, and other civil society organizations operating at regional level. The GATs both represent and advocate for the needs of target beneficiaries. They are expected to spearhead gender mainstreaming, and awareness raising on the importance of Women's representation in local governance. GATs also serve as the technical arm of the TACs for gender mainstreaming, advice and support local governance bodies in efforts to address gender inequality. This reinforces the effective functioning of GATs in all the four regions.

3.4.1 Njawara Agricultural Training Center (NATC)

The NATC is one of the key implementing partners that focus on promoting women in decision making through sensitization and has been registering significant success in awareness raising and income generation. Despite the success registered, there is still low political participation which really requires much improvement by way of access to land and educational facilities. Yet there is still room for improvement if they have access to education and of course commitment. However, the Institution appears to be vibrant in designing programmes, projects and trainings for the future.

3.4.2 Freedom From Hunger Campaign (FFHC)

Freedom From Hunger Campaign (FFHC) is another partner working on promoting women empowerment and a major stakeholder in the process. They are successfully mainstreaming gender into all their programmes, project and activities related to the area of local governance .by way of empowerment of women in decision making positions. Despite lots of achievements and progress made in the participation of Trainings/Workshops on capacity building, they need to acquire more knowledge and education. The capacity of women in political leadership is fairly good hence they have limited women representation at decision making levels. The findings suggest that belief systems, norms, cultures and values often hinders their effective participation in the decision making process.

3.4.3 Agency for Village Support (AVISU)

AVISU is one of the outstanding partners that seek to promote women in decision making through literacy programmes. The Institution is currently running very good Programmes that has been successful in the form of Functional literacy using REFLECT methodology to enable them develop Community Action Plan (CAP), Social Drama, socio - economic activities such as rice production for families and income generation among others. Despite the remarkable achievements in capacity building which is key in the project, yet there are inevitable challenges characterized by traditional and religious factors. This can be minimized through a consultative

process with all the relevant stakeholders including the Religious Leaders and Council of Elders.

3.4.4 Wuli Sandu Development Association (WASDA)

WASDA is among the leading Institutions that promotes women empowerment with sustainable Programmes, Projects and Activities. This includes the Agricultural vegetable projects, Fruit/Trees, Animal husbandry, Rice Production, Income generating project, WGP, URR Life Project, SMILE Project dealing with Low Scale Water Irrigation System, Women empowerment project with Concern Universal and the Disaster Risk Reduction (DRR). However, three Projects are successfully currently being implemented. Some of the achievements registered so far include gaining National Recognition, creating employment opportunities, encouraging youths to take up self employment projects on their own such as animal management and vegetable production. Despite the outstanding achievements, there are numerous challenges in the area of leadership, confidence building and vocational skills training particularly in tie and dye and batik as well as the provision of farming implements to equip them on how to use the tools.

Despite the advances on ensuring an increase in women's participation in the decision making process by relevant stakeholders, there is still a lot to be done starting at household level. It is believed that when it comes to access to education the decision of the head of the household is very central as perceived by most of the respondents. Hence learning may consume a long period of time, others are also with the view that decision making on income issues is mostly spearheaded by the father and then boils down to the individual self. However, they have a say in productive activities regardless of some of the challenges in decision making as well. What is absolutely evident is that through informal interactions, women are yet to be proactive and take centre stage on decision making matters beginning at household, communities, districts and at regional levels.

3.5 OPPORTUNITIES FOR WOMEN TO EFFECTIVELY PARTICIPATE IN DECISION MAKING AND LEADERSHIP POSITIONS

Despite the varied and numerous factors that negatively impact on women and hinder their political participation, some windows of opportunities exist for women's increased participation in decision making processes at national, and regional levels. There currently exist opportunities from which women could benefit and which can complement and consolidate intended outcomes.

3.5.1 INTERNATIONAL INSTRUMENTS

The 1985 Nairobi Forward- Looking Strategies laid the ground work for women's political empowerment. It provided a guide for governments to ensure equal participation of women with men in national and local legislative bodies. It also called for equity in appointive positions in the executive, legislature and judiciary. The potential that exist in the various national, regional and international policies, that support women's participation in decision making processes are not utilized, because they are not domesticated into the laws of the Gambia.

The international community has strongly articulated the need for equal participation of women and men to positions of power, decision making and leadership at all levels for the effective functioning of democratic systems. CEDAW was ratified by Gambia in 1992, and calls

for equality between men and women in politics and at all levels of government. It goes on to urge state parties to take appropriate measures to remove obstacles in the way of women's participation. Article 8 also further states that legislative instruments and temporary special measures should be instituted for its realization.

The African Charter on Human and Peoples Rights on the Rights of the Women also focused on the equal participation of women and men in decision making processes to achieve sustainable development. It states that initially 30% female representation should be aimed at by states who should work towards equal representation. The Fourth World Conference of Women in Beijing calls for "Measures to ensure women's equal access to, and full participation in, power structures and decision - making and increase women's capacity to participate in decision making and leadership" (<http://www.whrnet.org/docs/issue-women-politics.html>).

The United Nations is committed to supporting Gambia's aim of ensuring that women have access to decision making processes. In this regard, the United Nations 2005 Common Country Assistance on the Gambia was conducted to find out the gaps and support needed to achieve this objective. UNDP/UNDAF has committed funds to increase women's effective representation. The UN MDG 3 - Gender Equality and Advancement of Women is another opportunity for increased women's representation in decision making positions, through assessing and building capacities for effective participation and poverty reduction. The call for equal participation of men and women resonates around the world and this call cannot be ignored by states who are members of the international community.

3.5.2 INTERNAL OPPORTUNITIES

3.5.2.1 THE CONSTITUTION

At national level, the 1997 Constitution of The Gambia has clauses which support the participation of women in decision making in public and political life. Section 28 (2) states: "Women shall have the right to equal treatment with men, including equal opportunities in political, economic and social activities."

The 1997 constitution for the first time defines discrimination and prohibits it on the basis of gender (Section 33 (4)). Gambian women can now pass on citizenship to their children thus establishing their rights. The knowledge of these rights is negligible or non-existent and women can hardly enforce them because de jure rights do not always go with de facto rights. These sections of the constitution could serve as a spring board for women to further and enhance their political aspirations.

3.5.2.2 POLITICAL WILL

The President is pursuing pro-active measures by appointing women to key decision making positions in cabinet and the national assembly where women constitute 33% and 13% respectively. The Vice President is a woman and so is the Deputy Speaker of the National Assembly. In the judiciary, there are **8 female judges**. These women are excelling in their fields and are role models for other women. Their performances are opening up avenues for other women and demonstrating that women can do as well as men if given the chance.

3.5.2.3 NUMERICAL STRENGTH OF WOMEN

Women are 51% of the population and 58% of registered voters which make them a formidable group. Besides, they are campaigners and mobilizers of human and financial resources for male and female candidates. These assets can be utilized to support female candidates and used as bargaining chips to get males to pursue a feminist agenda.

3.5.2.4 POLICIES AND STRATEGIES

The NPAGW was adopted by the National Assembly in 1999. Objective 5 of the policy seeks to ensure that women have access to decision making positions and to achieve this, a 30% quota system will be used in the allocation of jobs and positions in all spheres of public life. The overall goal of the policy is to improve the quality of life for all Gambians, especially women, through the elimination of gender inequalities. It seeks to break awareness on benefits of women in power and decision making positions, capacity building and training for women and genderising documents such as the General Orders, PSC Regulations and the Scheme of Service and Labour Acts.

The NPAGW speaks against violence on women and children and advocates for access to land and other resources for women. It is silent on certain issues like how to protect the girl child from early marriage and what age and level of education a girl should attain before anyone can legally marry her. It is silent on strategies for legal protection of women and does not encourage women to take up careers in Information Communication Technology (ICT).

The Women's Bureau and the National Women's Council (NWC) were created in 1980 through an Act of Parliament. The Bureau co-ordinates policies, programmes and activities related to women. It also undertakes research, documentation, advocacy, monitoring and evaluation. The political will to increase women's access to power is strong and this led to the creation of the (WB) and NWC, a Department of State for Women's Affairs, a gender cabinet sub-committee and a gender technical committee. Gender focal point networks, comprising representatives of government departments and Civil Society Organizations (CSOs), a parliamentary select committee on women children and refugees have being established. These moves are yielding dividends and have resulted in the formulation of laws and drafting of bills like:

- The Women's Act 2010.
- The Convention on the Rights of the Child 2005 (CRC)
- The Education Policy 2004/2005 and the creation of Mothers' Clubs in schools,
- The Nutrition Policy 2002 - 2004.
- The National Health Policy 2001.
- The Gender and Women's Empowerment Policy 2010-2020.

All these measures point to the government's bid to promote women and bring about gender equality which will lead to improved status for women and children. Girl friendly initiative schools and free-state primary schools have been established to encourage parents to send their daughters to school. The by-product of this may be that the number of girls who get an education is increased which will enhance their access to employment in the long term.

The PRSP is the blueprint development strategy of the country. It has as one of its objectives “To promote gender-equitable practices and policies”. This is in recognition of the fact that gender disparities and inequalities are among the fundamental causes of poverty in the Gambia.

3.5.2.5 LOCAL GOVERNMENT (COUNCILS, WDCs,VDCs, WOMEN’S GROUPS &COMPINS)

Local government structures have created great potential for women to be part of decision making processes at local levels. In the local administration, there have been gains with **4 women Alkalos** (heads of villages) and **15 female Area Councilors**. VDCs are supposed to have equal male and female representation. It has been pointed out though, that some of the women appointed to the VDCs are usually female nominees of the leadership in the villages and therefore not the voice of the women whom they purport to represent.

The cohesiveness and broad based nature of women’s groups do easily enhance easy mobilization of these human resources for collective decision making. In terms of numerical strength, women form the largest category of the electorate and this is an opportunity that could be wisely employed to enhance female representation.

3.5.2.6 UN Agencies, NGOs & CSOs

UN Agencies, NGOs and CSOs continue to providing support to fill gaps and build capacities for sustainable development. The focus of numerous women centered NGOs, CSOs and organizations like GAMCOTRAP, BAFROW, FLAG, and Women’s Bureau are all geared towards strengthening the capacity of women in the decision making process. They strive to empower women and encourage their socio – economic development that will lead them to become effective and efficient leaders in their communities. Njawara Agricultural Training Institute, APGWA, and others incorporate women’s political participation in their agenda. This is in line with the EC/NSA Project in the context of strengthening capacities to empower women.

3.5.2.7 PROJECTS/ PROGRAMMES

Table ... shows projects and programmes that are geared towards women’s advancement. Some of these are directed at improving livelihoods while others are focused on changing the systemic exclusion of women from decision making processes

TABLE 7: Projects / Programmes Geared Towards Women’s Empowerment

NO	PROJECT/PROGRAMMES	AREA OF INTERVENTION
1	EC	Non State Actors Strengthening Programme in The Gambia - Promoting Gender Empowerment and Increasing Women’s Representation in Local Government Authorities(LGAs)
2	UNFPA	Gender and population under UNDAF, Sexual and Reproductive Health Information and Services, support Horticultural Gardening, Capacity building on Entrepreneurship among others
3	UNDP	Capacity building and institutional strengthening

4	UNICEF	Child Protection and Women's empowerment
5	Women's Bureau	Women in Decision Making Project 2008, Women Empowerment Project 2011
6	CSIP	Capacity Building / skills training
7	TOSTAN	Community Empowerment through Non Formal Education
8	GAWFA	Micro Finance
9	APGWA	Women Empowerment
10	SDF	Micro Finance, Labour saving devices
11	Peri Urban Small Holder Project	Garden poultry production and facilities
12	Action Aid International	Policy, Empowerment and poverty reduction
13	GAMCOTRAP	Women's Rights, Empowerment and Campaign against Harmful Traditional Practices affecting Women and Children; FGM, Early Marriage and Gender Based Violence
14	CDDP	Community level capacity building

Source: Gender Analysis Study September 2011

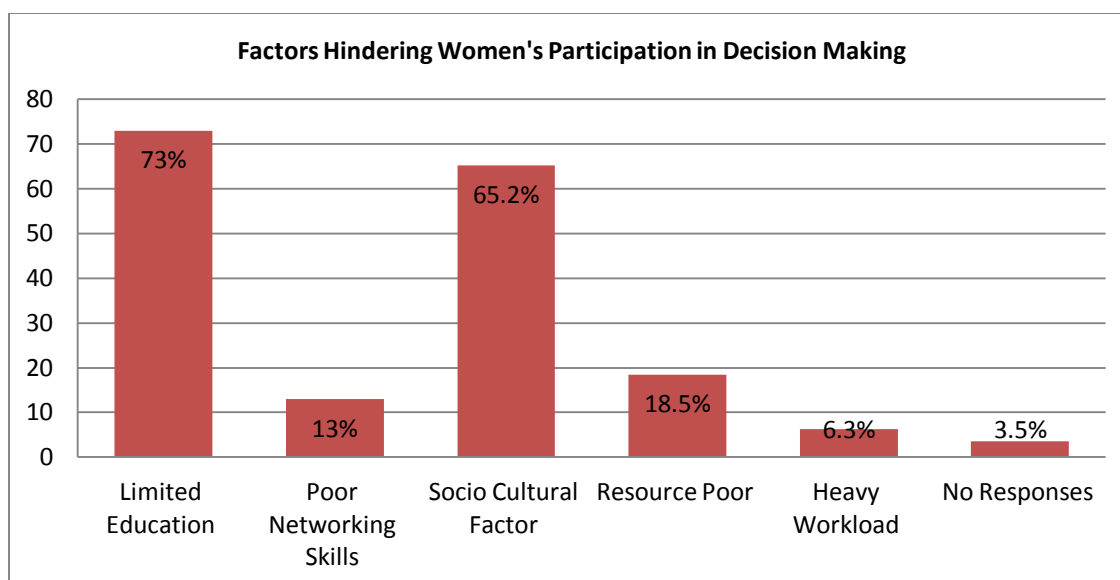
3.5.2.8 INTERVENTIONS IN EDUCATION

The number of females enrolled in schools has increased because of scholarships and school supplies given to girls. This has encouraged parents to send their daughters to school. Furthermore, through UNICEF's support in setting up girl friendly initiative schools and mothers clubs, micro-credit is provided to mothers to help them generate income that can be used to support their daughter's education. This has reduced the financial burden on the mothers who in most cases are responsible for the education of the girls.

Access programmes for women to gain admission into university for higher training in various fields like: politics, engineering, banking & commerce, agriculture and gender are opening up avenues for women to take up decision making positions. The literacy rate for women has risen from 21% in 1993 to 33% in 2004. This is attributed to various interventions of government, donors and NGOs.

3.6 FACTORS HINDERING WOMEN'S POLITICAL PARTICIPATION

The findings from desk research and field survey revealed that women are absent from the top hierarchy of decision making bodies due to the following factors as can be seen in **figure 2: Factors hindering women's participation in decision making.**



In many of the positions where decisions are taken women are fewer in number than men. In the national assembly, women are 13% which is far below the 30% recommended by CEDAW. It is only when the threshold recommended by CEDAW is achieved that women can be able to influence policies and decisions. A female councilor lamented that because she was the only female in her council, she was unable to gain the support needed to advocate for the development of women. As a member of the selection committee of her party, she was unable to get her party to award more symbols to women for the local council elections.

3.6.1 LIMITED EDUCATION AND TRAINING

Education is a powerful tool for empowering both women and men. Women's education is 27% compared to 50% for men hence the need to close the educational gap. All the respondents in the FGDS and interviews were of the view that lack of education and low levels of it were the greatest barriers to female participation in the higher levels of decision making. The participants in the FGDs had little or no education and they lamented this. They realized that this is a barrier to political participation.

The 1997 Constitution of the Gambia, section 89 (d) states that to be a member of the national assembly one should be able to speak the English language with a degree of proficiency sufficient to enable him or her to take part in the proceedings and section 17 (1) also has the same requirement for membership to local councils. Proficiency in English is also a requirement for cabinet appointments. For appointive positions in the upper echelons of the civil service, higher education, training and work experience are requirements. With literacy levels of women at 33%, the doors of the upper echelons of power may be difficult to access. Some of the participants see the educational requirement as favouring men.

A male ward councilor pointed to the linkage between women's under representation in decision making and the lack of formal education. The lack of formal education brings with it diminished self confidence and low esteem and that this factor makes women shy away from positions of leadership.

3.6.2 HEAVY WORKLOAD

Women's traditional role as carers, producers and community workers are barriers to effective participation. Some communities have acquired labour saving devices for threshing and milling yet women's workload continues to be heavy. Some have to walk for miles in search of water.

Lack of infrastructure like electricity in some of the rural areas has contributed to women's heavy workload. In Wuli, URR, North Bank and other places the Rural Electrification Project has not reached them. The lack of electricity has limited economic activities of women who cannot make efficient use of labour saving devices for reducing their workload and for income generation.

The responses of the higher status key female informants are captured in Figure 2 and show that they do not perceive heavy workload as a significant barrier to political participation. These key informants are not employed in farming where they have to use traditional back-breaking methods. The females in the FGDs perceive the heavy workload as a barrier to their political participation because they are farmers and they use traditional methods for food production.

3.6.3 LOW LEVELS OF AWARENESS OF OPPORTUNITIES

Findings from the interviews and FGDs indicate that low levels of awareness of opportunities are serious barriers. Women in one of the FGDs said that if they do not lend their support to a candidate contesting an election that individual will not win. Women are powerful but they do not know how to use their numerical strength to bargain and negotiate with political leaders, so that their issues are prioritized.

The constitution which is the supreme law of the land, guarantees both men and women equality in all fields. However, the respondents' lack of understanding of their rights and the opportunities available are low.

3.6.4 SOCIO-CULTURAL

Socio cultural barriers included religion, negative attitudes towards women in politics and the fact that women too easily give up leadership in favour of men. Stereotyping of men and women create the impression that men are superior and women inferior. This is borne by the fact that when there is a divorce, the men take the boys and all the assets acquired during the marriage leaving women and their daughters with nothing.

In traditional societies, women are socialized to make sacrifices for men and to think of themselves as inferior and deserving less. This is why women may give up power and position in favour of males because society has taught women that this is the right thing to do. This is a factor that inhibits the advancement of women..

3.6.5 RELIGION

Religion is an important determinant factor that shapes people's lives and values; therefore it was considered important to find out from religious leaders of two dominant religions in the Gambia, Islam and Christianity what their views are about female leadership. Consultation with an Imam revealed the following: that woman has the right to seek knowledge and training but

this training should be geared to improving their roles as home makers and heads of women's organizations. The perspective of a female Christian lay preacher is that men and women are created equally by God and therefore both have the right to be leaders, if they have the capacities and abilities to do so.

A female participant in the FGD in CRR noted men did not support their political aspirations because the some men are also illiterate in English and Arabic. Religion has often been used as an excuse to suppress women but the CEDAW Committee on the initial 1st, 2nd & 3rd reports on the Gambia said: "Religion is not an obstacle to gender equality."

3.6.6 ATTITUDES

Attitudes of men and women towards female representation have been captured under the socio-cultural because attitudes are influenced by society and culture. Women are seen as home makers and this is extolled by religion and culture. Women themselves see this as their most important function. Careers and training take secondary positions. This may explain the near invisibility of women in the top cadre of decision making positions.

Certain clangers were included in the FGDs to find out what people's attitudes were towards female leadership by noting the responses and observing reactions. There was consensus that men and women are equal because of their common humanity: Women and men were created by God and therefore equal. With regards the statement that men should lead there was no consensus as some said that women too have the right to lead and that they would prefer female leaders because these leaders can empathize with them.

3.6.7 INADEQUATE NETWORKING

The number of female respondents who viewed the three indicators: advocacy, networking and confidence building as barriers are not very significant. It could be that women do not realize the importance of networking as a means of building social capital for the attainment of power. Women at grass root levels are used to organizing themselves into groups (Musu Kafoolu and Compins). Their memberships comprise women from the same village or community/locality. They are often involved in micro-savings schemes which provide capital for members and support in times of distress and need. ~~20%~~ respondents point to the lack of networking capacity and coordination among women as major barriers. There are **117 civil society** organizations lamented by a key respondent, each pursuing its own agenda and sometimes these agendas overlap.

3.6.8 POVERTY

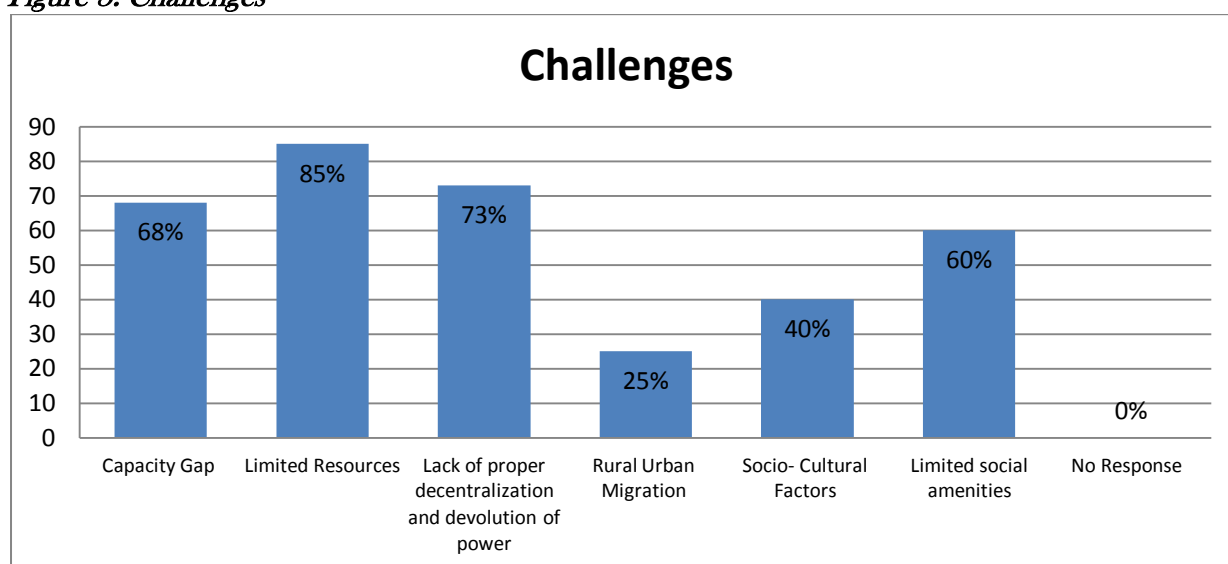
Lack of resources was identified as a constraint in women's bid for political power. The number of key respondents who cited this as a constraint is not very significant. In the rural areas where the FGDs were conducted poverty and lack of resources were seen as a major obstacle. Men control the land; women can only access it if they get permission from the male head of the family. Their lack of control of land could be the reasons that they engage in horticulture and rice cultivation. Land in traditional society confers honor and respect and could be used to command loyalty.

3.7 INSTITUTIONAL MECHANISM OF LOCAL GOVERNMENT AUTHORITIES

The Local Government Act clearly defined the mandate of local councils but yet the principles of decentralization are not fully implemented. The council support project and programme that in one way or the other enhance women economic empowerment and some of these projects are: market construction, rehabilitation, road rehabilitation, support to vegetable gardens, water projects. Most recently the Community Driven Development Project with consultations with Local Government Councils also supported grass root project that improves women source of income.

The findings of the study revealed some of the challenges faced by local council in the quest to perform their constitutional functions coupled with political interference. The local government Act was amended 17 times and all these amendments at the detriment of the area councils and this wakening the autonomy of Local Government Councils.

Figure 3: Challenges



3.8 EXISTING CAPACITY GAP

The study also examined the existing capacity of women and it was noted that capacity assessment should lead to capacity development which is part of good governance. The strategy formulated should be grounded in the knowledge of what people know and acquired at the local level through traditional methods that are sound and sustainable. The existing capacities of women identified by the FGD participants were numerous. These include advocacy, negotiation, mobilizing women and community resources for development, organizing meetings, income generation, skills training programmes and decision making skills.

3.8.1 ADVOCACY

Some of the respondents did not understand what advocacy is all about. However those who understood said that women advocate for changes during meetings, community sensitization programmes especially following take off of decentralization, and other training activities. These forums allow for women to express their ideas and advocate for changes.

BOX 5 : A Woman in Leadership Position in LRR

Aja Fatou Njie Fofana was born in 1966 in Jarra Sankuya Village in Jarra West she is a prominent Women Leader in Jarra Central ‘*I am not educated but had the opportunity to learn and associate with people in top decision making positions and that has contributed immensely to my personal achievements*’. Leadership she said is all about commitment, honesty and *you have to be for your people and not yourself*. She indicated that woman of her type who is not fortunate to gain Western Education do have leadership potentials in politics and other decision making positions. Succession planning could be very useful by way of engaging and orientating the youths (girls) particularly the Grade 12 Female Students as well as the need to clearly outline the roles of the National Women’s Council.

I have been in politics since 1994 and rose through the rank of July 22 regional coordinator and a post Beijing focal point in 1995. I was appointed to the position of a regional coordinator of FAWSE and appointed as a lady councilor and Regional Women Mobilize APRC in 2000. Decorated by the His Excellency The President of the Republic of The Gambia with ORG -RGM in 2009. Am also the head of the 10 kabilos of Soma I had implemented series of women’s economic empowerment project with support from UNDP with a Milling Machine, 65 adult literacy with FAWSE, APRC Micro Finance Programme, and NWC Micro Finance.

Key Informant: Aja Fatou Njie Fofana (Gender Analysis Study 2011)

CASE STUDY

Intensifying sensitization on rights based approaches and mainstreaming gender, rights of women and the girl child were considered important strategic advocacy activities. The women in URR said that they form farming groups and use song and drama to advocate for democracy and human rights. Songs and drama are effective, cheap and sustainable advocacy tools which help to promote social change.

In building women’s leadership capacity we have to look at what is working for the community and is sustainable and can be built upon. Women and men we were told, are used to coming together to form companies of work groups. In all the regions where the FGDs were conducted the women said that they belonged to Compins which doubled as work groups and micro savings scheme Men and women have acquired skills in human resource and finance mobilization resulting in the generation of cash flow in the communities. This could be a spring board for the setting up of rural banks which rural dwellers can access for development. It part of the Women’s Federation plan for women who lack collateral, set up the Women’s Bank to provide loans to women who could not get credit from commercial banks.

3.8.2 NEGOTIATION

Even though women have negotiation skills, the FGDs revealed that men have stronger skills in negotiation. According to some, women can better negotiate with their fellow women, whereas men possess greater skills in forward and backward linkages with the larger society. The fact that men are more literate than women, are more exposed, can account for this advantage which they have over women. In addition, patriarchy and socialization have taught women to submit to the “Better judgment” of men.

3.8.3 MOBILIZING RESOURCES

The study found that women have capacities which require strengthening. The following gaps exist and require support:

- Lack of adequate coordination skills and capacities to effectively link efforts at community, regional and central levels.
- Inability to identify allies for effective networking to promote gender mainstreaming at all levels.
- Inadequate knowledge of requirements to become “Alkalolu”, Chiefs, LGA Chairpersons or Governors.

3.8.4 EXISTENCE OF SOCIAL CAPITAL AND SOCIAL INFRASTRUCTURES

There exists quite a number of formal and informal groupings for self development of women at all levels such as NGOs, CBOs, Compins, Kaffo based on same sex, religion, age, ethnicity and interest. In spite of all of these women are still not empowered.

3.8.5 INSTITUTIONAL FRAMEWORK

The 1980 National Women’s Council Act set up the National Women’s Council as an advisory body to government with an executive arm, the Women’s Bureau. The mission of the Women’s Bureau is to coordinate the implementation of the National Policy for the Advancement of Gambian Women. Specifically, the Bureau serves as the secretariat to the council and facilitates council meetings and trainings, as well as implement decisions made by the council.

The Women’s Bureau assists council in the monitoring, evaluation and reviewing of policies, programmes, projects, bills, legislations and new technologies. It effectively provides guidance on their impact on men and women, boys and girls, as well as monitors the implementation of internationally agreed treaties/conventions. In addition to this the Bureau assists the council in identifying capacity building needs of all those affected, including: the marginalized, the vulnerable, the disabled, and the extremely poor.

The Bureau is mandated to gather information, disseminate it, and ensure that gender is mainstreamed and institutionalized at all levels through training, sensitization, advocacy, monitoring and evaluation. Advocacy to mobilize support for the Bureau’s cause and social communication aimed at influencing attitudes, perceptions and behaviour with regards to issues of interest to women are priority areas for the Bureau, the Women’s Council and other partners.

3.8.6 NON-GOVERNMENTAL ORGANIZATIONS (NGOs)

Some local NGOs like BAFROW, APGWA, GAMCOTRAP and Njawara Agricultural Training Institute teach women lobbying skills, public speaking, confidence building, income generation, health, nutrition and functional literacy.

Female Lawyers Association of the Gambia (FLAG) provides legal aid for women and protects the rights of children and women. Women in need of legal aid are sometimes referred to them

by judges. Some of the matters that these women need help in relate to divorce and land matters. In addition FLAG advocates for the implementation of international instruments which promote women's and children's rights and FLAG also took part in the drafting of the Women's Act 2010.

3.9 CAPACITY NEEDS

3.9.1 LOCAL GOVERNMENT COUNCILS

Following the series of interviews conducted with the LGAs, a number of urgent capacity needs were highlighted in all the regions and hereby summarized as follows:

Management: Inadequate skills in administrative management, record keeping and Human Resource Management was raised by all the four councils as capacity gaps and this is seriously affecting performance. Hence they do not have many graduates in the Councils.

Accounting: This capacity gap was also raised as they do have lots of problems with record keeping related to financial management. It is believed that such training will enhance efficient and effective performance delivery in the area of Accounting.

Information Technology: There is the prevalence of an IT gap in all the Councils. Training in such area will improve their skills in Micro Computer application; Microsoft Word, Access and Excel among others. This will also enable them to have value for IT in a sustainable manner.

Rural Development Planning: The Councils stressed the need for them to be trained in this area to enable them have the ability to plan realistically in meeting targets. Rural Planning, they affirmed is absolutely critical in the development process.

Project Proposal Writing: Project Proposal Writing is a general weakness in all the Councils and this requires urgent attention. Training in this area will be useful and will sharply transform the Councils.

Implementation, Monitoring and Evaluation: All the Councils need training in these areas for effective performance delivery of Programmes, Projects and Activities. Hence they are usually constrained by timely delivery of services.

Figure4: Capacity Needs of LGA



3.10 CAPACITY NEEDS OF WOMEN IN DECISION MAKING POSITIONS

Capacity building is an important requirement for human resource endowment. Rural women in leadership positions who are now taking their rightful place by their men in decision making positions at all levels must have their capacities built to function well in their new roles. The capacities required by women differ depending on the institutions they work for and their level of employment.

3.10.1 RESOURCE MOBILISATION SKILLS

Women in development groups require resource mobilization skills for success. These could be financial, material and human resources; but whatever kind of resources, they must be mobilized and organized for rational utilization.

3.10.2 PLANNING AND MANAGEMENT SKILLS

According to the respondents, women in decision making positions require planning and management skills. Women who hitherto, had been in traditional jobs and in the lower cadre of the civil service now need to plan for their communities. They have to plan for the different groups in their society ensuring that the needs of all are met. This is an important aspect in any development plan. Since women's issues are numerous and complex, planning has to be holistic taking into account all sectors. Resources like finance require literacy, knowledge of accounts and proper record/bookkeeping skills. These skills will enable women to compute

figures, enhance accountability and transparency which are fundamental to good governance. For democracy to work literacy is also required.

3.10.3 PARTICIPATORY RURAL APPRAISAL SKILLS

Women leaders require participatory and rural appraisal skills to enable them conduct proper assessment of community needs, articulate and prioritize these needs and develop community action plans to guide implementation of development projects. Social mapping, wealth and other PRA tools are important capacity needs areas for women. Skills in developing community action plans will improve the negotiating capacities of women, and enable them lobby for funding and sell their plans to donor agencies.

3.10.4 ADVOCACY

Women's low levels of literacy may be responsible for their inadequate levels of capacity and skills to advocate for change. A key informant said that their weak advocacy skills in matters that affect them was because they were not sent to school during childhood. Custom dictates that men advocate on women's behalf and watch out for women. Yet there were times when men did not always advocate in the interests of women. Some of the issues that women will advocate on are sensitive. They will need a lot of skill to know how to overcome the resistance that they would encounter. Building advocacy skills in women enhances networking and encourages women to come together, mobilize resources and speak from one platform.

3.10.5 SCALING UP FINANCIAL AND ECONOMIC ACTIVITIES FOR WOMEN

The field survey and desk research revealed that the weak financial position of women limit their political and economic advancement. According to the PRSP/ MTP 2007/2011, "The individual probability of a person being poor is related to their sex"(P 21). This results in material and voice poverty which may account for women's under-representation at all levels of decision making positions. Women contribute to the socio-economic development of the country, yet they lack relevant skills and opportunities to access loans from commercial banks to effectively engage in large scale economic activities. Dr. Myra Buvinic of the World Bank said at a meeting organized by the National Geographic Society on Wednesday 31st October 2007, "Women must have access to commercial bank loans and not just micro finance".

However depending on the capacity of the loan beneficiary, micro finance could as well lift and improve the economic position of certain individuals. The intention of micro finance is always to start small and grow big. This is attainable by allowing women to access loan according to their capacity.

CHAPTER 4

4.0 CONCLUSION AND RECOMMENDATIONS

The laws of the Gambia promise de jure equality to men and women for participation in the social, political and economic field. To qualify to contest the local council elections, the nominee must have paid all taxes and rates or made arrangements for this. Women lack resources and this may affect their candidacy. Women's groups cannot sponsor female candidates because the 1997 constitution, 60 (1) states that:

No association other than a political party registered or pursuant to an Act of the National Assembly, shall sponsor candidates for public elections.

Women's representation to the national assembly where laws and policies are enacted is only 13 %. This number is a result of the appointment of women to this body. Those who are appointed do not have voting rights and this limits their participation. To combat this under-representation of women in decision making to this body and the local councils, quota systems which are a form of affirmative action must be employed.

There are different types of quota systems:

(i) Constitutional quotas - They are included in the constitution of countries which have adopted this system where they state that quotas of seats and positions should be reserved for women and this becomes law. Countries in Africa which have quota systems in their constitutions are Burkina Faso and Uganda. Seats are reserved for women in the national parliaments. If this policy is adopted in the Gambia, it means changing the constitution and maybe holding a referendum, which can be costly and time consuming. This system may therefore not be appropriate for the Gambia.

(ii) Election Law Quotas: Legislations are passed which state that a number of seats should be reserved for women to contest. This also could take time and so the quickest and cheapest is for political parties to adopt internal rules to reserve a certain percentage of party symbols for their female members. Women should be put in winnable seats where the parties are strong and not sent to compete where the parties are weak and have no chance of winning.

This arrangement may be too fluid so this condition should be included in the Political Parties Registration Act. All the Political parties are in favour of adopting quotas which they say should be used as a temporary measure. Political parties want women to go to the field and campaign just like the men. They say this would make women more visible and help break cultural barriers and perceptions that women are followers and not leaders.

In the top hierarchy of the local governance in the positions chairpersons, CEO and Directors are all men; therefore the number of women in the formulation and implementation of policies is limited. This must be addressed by helping women achieve higher education and training. Education and training are the only ways that women can get to this hierarchy in the local governance because appointments and promotions depend on educational qualifications, training and experience. That is why allowing women to gain admission into institutions of higher learning through access courses is a move in the right direction.

The implementation of the Women's Act 2010 and codification of Shari'ah laws which affect the personal lives of 95 % of the population will improve the status of women and stop some of the abuses they encounter.

RECOMMENDATIONS

1. Advocate for the introduction of quota systems for women at the upper and middle levels in all private and public institutions and all political party structures.
2. Establish lobby groups at regional and national levels to pursue the implementation and review of all actions for the attainment of desired results.
3. Increase budgetary allocation and logistical support for Local Government Councils so as to better perform its constitutional mandate.
4. Provide special upgrading capacity building and training measures in the areas of management, networking, advocacy, leadership, diplomacy, negotiation and public administration for women at all levels.
5. Formulate strategies for the implementation of the National Gender and Women's Empowerment Policy 2010-2020, Women's Act 2010 and other policy documents relating to the empowerment of women.
6. Encourage for the introduction of quota system and dialogue with political parties to nominate women candidates on their party symbols.
7. Nurture the positive move of appointing women in traditional leadership positions like Alkalolu and also introduce the same trend for other positions like chiefs and Governors.
8. Quarterly or yearly review and monitoring of activities to enable the formulation of right strategies at all times for positive results.
9. Political Parties to set up funds to help their female members contesting elections and provide training in leadership for them by putting them in positions of decision making in their parties.
10. Political parties should reform their procedures in order to encourage the nomination of more women as candidates and to have equal representation of men and women in the selection committees.
11. Provision of adequate resources to organizations involved in supporting, researching, training and encouraging the greater participation of women in electoral processes at all times.

ANNEX 1 STRATEGIES TO DEVELOP THE CAPACITY OF WOMEN IN DECISION MAKING POSITIONS

In order to establish a system that enhances the capacity of women in decision making positions, a strategy which focuses on issues that militate against women in decision making positions has been developed.

4.1 GOALS

- To eliminate all causes and forms of inequality between men and women in decision making positions.
- To create an enabling environment for the promotion of policies and laws that encourage and support women to take more decision making positions.

4.2 OBJECTIVES

- To increase opportunities for women to hold as many decision making positions as possible at all levels: central and local government and community levels.
- To sensitize communities about gender, and to mainstream gender in all development activities

4.3 STRATEGIES

(i) This strategy aims at providing information on the number of and type of positions women hold. It examines the type of decisions they take and the decision making powers vested on them. Who are affected by the decisions they make (men or women) and how do such decisions improve the socio economic conditions of women. The strategy looks at the gaps and the capacities of women in decision making positions.

It is important to establish information centers at regional levels for storing relevant information. This will decentralize information at regional levels hence more access to central level database for information sharing.

(ii) Advocating for a Quota System in the Job Market and Public Decision Making Bodies

Given the gaps identified quotas will be advocated so that it will enable qualified women to acquire more decision making positions. This strategy will cut across all government agencies and jobs at senior and middle level management, local and central so that the number of women in decision making positions is at par with international standards. The advocacy will involve law makers at all levels : NAM members, LGAs , Chiefs, Members of the Bar Association, NGOs and Others. Memorandums of Understanding (MOUs) will be entered into with NGOs to immolate government agencies to go by the regulations in terms of staff recruitment.

(iii) Community Sensitization and Capacity Building

Communities need to be sensitized to become gender sensitive. This will encourage and enhance gender mainstreaming and increase the chances for women to access decision making

positions. During sensitization and capacity building training programmes, participants would learn about quota systems and other legal documents. Information in the database will highlight the disparity in the number of men and women in decision making positions.

There is need to build and strengthen the capacity of women kafos and other existing local structures and focal points to ably address gaps to engage women at all levels. Community sensitization must focus on the negative impact of culture, traditional beliefs and practices which prevent women from occupying decision making positions. It should look at gender based violence and its effect on the socio economic development of communities.

(iv) Enhancing Networking and Advocacy Skills of Women

Women in decision making positions should have effective networking systems in place. This will enhance information sharing, advocacy work and support for each other's efforts at central, regional and community levels.

(v) Enhancing Productive Capacity of Women

This strategy would focus on skills that improve women's productive capacity. Skills in handicrafts, agricultural production, food preservation, enterprise development and marketing will significantly improve women's income earning capacity. Increasing access, ownership and control of productive agricultural tools including land is essential and should be encouraged for all women.

(vi) Higher Education and Training

Promoting women's education and training opportunities are important for the change process. Research revealed that one of the factors responsible for men's domination of women in many spheres of life was because of men's higher level of education. Free education or minimum fee payment for girls wanting to pursue higher education should be encouraged and maintained. The girl child should be encouraged to acquire skills in science and advanced technical disciplines both at home and abroad. Trainings for women should focus mainly on politics, engineering and other career advancement courses at middle and senior level management.

(vii) Enhancing Information Sharing and Behavioural Change

Gender is a very sensitive issue; therefore it should be well communicated and shared with stakeholders, development partners, donors and community members. There is the need to established a mechanism for communication, reporting and information sharing that encourages women in decision making positions to access information and share their successes, failures and challenges with others.

Information is power; therefore enhancing the capacity of women in decision making to access relevant information would empower them. This would build their confidence and improve their negotiating powers and skills with development partners.

Improved access to the media through community radio stations, video halls and traditional communicators is important especially for women in the rural areas. Women in decision making positions should acquire skills in ICT and have access to internet facilities and trainings

to broaden their sources of information and enhance linkages with the outside world on gender issues.

(viii) Strengthening Monitoring And Supervision

Monitoring and supervision of the activities of women in decision making positions is an important strategy to determine progress made, gaps, constraints and opportunities

In carrying out monitoring, the approach should be holistic involving key stakeholders, donor agencies and communities as beneficiaries and partners. Monitoring should be carried out on a regular basis whether quarterly or bi-annually to avoid lapses in the system and the report communicated to all stakeholders.

(ix) Communication Strategy

According to most FGD respondents, common communication strategies must include meetings, radio and television announcements, word of mouth, public gatherings like. ‘Bantabas’, markets, religious centers (mosques and churches), and traditional communicators. These have been the main means of dissemination of development information. They are very effective, appropriate and sustainable

Annex 2: Key Baseline Data

Governance By Gender in CRR (North and South)						
Categories	Count			%		%Total
	Male	Female	Total	% Male	% female	
Governor	1	0	1	100	0	100
Deputy Governor	1	0	1	100	0	100
Alkalo	685	1	686	99.8	0.2	100
NAMs	11	0	11	100	0	100
Service Commission	8	4	12	67	33	100
District Tribunal	9	3	12	75	25	100
NWC	11	0	11	100	0	100
Man Power	205	12	217	94	6	100

Source GAS Field Survey September 2011

Governance By Gender in NBR						
Categories	Count			%		%Total
	Male	Female	Total	% Male	% female	
Governor	1	0	1	100	0	100
Deputy Governor	1	0	1	100	0	100
Alkalo	350	3	353	99	1	100
NAMs	7	0	7	100	0	100
Service Commission	4	2	6	67	33	100
District Tribunal	4	2	6	67	33	100
NWC	7	0	7	100	0	100
Man Power	111	24	135	82	18	100

Source GAS Field Survey September 2011

Senior Management of Local Government Councils (KAC,MAC,JAC,KTAC,BAC)						
Categories	Count			%		%Total
	Male	Female	Total	% Male	% female	
Chairperson	5	0	5	100	0	100
CEO	5	0	5	0	0	0
Director Finance	5	0	5	100	0	100
Director Planning	5	0	5	100	0	100
Finance Manager	5	0	5	100	0	100
Development Officer	5	0	5	100	0	100

Source GAS Field Survey September 2011

Governance By Gender in URR						
Categories	Count			%		%Total
	Male	Female	Total	% Male	% female	
Governor	1	0	1	100	0	100
Deputy Governor	1	0	1	0	0	0
Alkalo	387	1	388	99.8	0.2	100
NAMs	7	0	7	100	0	100
Service Commission	4	2	6	67	33	100
District Tribunal	4	2	6	67	33	100
NWC	7	0	7	100	0	100
Man Power						

Source GAS Field Survey September 2011

Governance By Gender in LRR						
Categories	Count			%		%Total
	Male	Female	Total	% Male	% female	
Governor	1	0	1	100	0	100
Deputy Governor	0	0	0	0	0	0
Alkalo	78	1	79	99	1	100
NAMs	7	0	7	100	0	100
Service Commission	4	2	6	67	33	100
District Tribunal	4	2	6	67	33	100
NWC	7	0	7	100	0	100
Man Power						

Source GAS Field Survey September 2011

Positions	Total # of men and women	Number of women	Number of men
Governors	5	0	5
Deputy Governors	5	1	4
Chairpersons of councils	5	0	5
Chiefs	32	0	32
Ward Councilors	78	9	69

Source GAS Field Survey September 2011

ANNEX 3: LIST OF PERSONS INTERVIEWED

Key Informant

N o	Name	Designation	Council	Region	Tel. No
1	Alagie Lamin Ceesay	Chairperson	Kerewan Area Council	NBR	9940075
2	Tamba Kinteh	CEO	Kerewan Area Council	NBR	
3	Wassa Sowe	Ward Councillor	Farafenni	NBR	7778395
4	Mamat Mbaye	Chairperson	Kuntaur Area Council	CRR North	7105014
5	Pa Nfansu Darboe	CEO	Kuntaur Area Council	CRR North	7372512
6	Sering Joof	Ward Councillor	Ballangharr	CRR North	9917219
7	Baba K. Joberteh	CEO	Jangjangburg Area Council	CRR South	3433384
8	Alh. Kekuta Ceesay	Ward Councillor	Brikamaba	CRR South	7266437
9	Amie Ceesay	Ward Councillor	Bansang	CRR South	9901440
10	Omar Sampo Ceesay	Chairperson	Basse Area Council	URR	9964461
11	Yusupha Manneh	CEO	Basse Area Council	URR	9823257
12	Samba Liegh	Finance Director	Basse Area Council	URR	9991800
13	Foday Camara	Chairperson	Mansankonko Area Council	LRR	7662398
14	Lamin A. Jobe	Ward Councillor	Karantaba	LRR	7268907
15	Fabakary Sanneh	Ward Councillor	Kwinalla	LRR	6595143
16	Majula J Sanneh	Vice Chairperson	Kaiaf	LRR	7226932
17	Aja Kumba Kora	Norminated	Basse	URR	9956503
18	Fatou Njie Fofana	Women Leader	Jarra Soma	LRR	9926100
19	Fafanding Kinteh	GAT Member	Janjangbureh	CRR	
20	Mariama Drammeh	Women Leader	Basse	URR	

21	Sainabou Jaw	Women Leader	Bansang	CRR	3544792
22	Hanjula Jassey	Women Leader	Janjangbureh	CRR	6826032
23	Ya Haddy Panneh	Alkalo	Njawara	NBR	7745805
24	Alhagie Jawo Drammeh	Opinion Leader	Kerewan	NBR	9930493
25	Aja Isatou Jallow	Opinion Leader	Farafenni	NBR	9990707
26	Aja Nyabalo Jallow	NWC	Gambissara	URR	
27	Fatou Sonko	NWC	Fass Njaga Choi	NBR	7801277
28	Amie Ceesay	Ward Councillor	Bansang	CRR	9901440 / 6901440
29	Manding Jawara	Ward Councillor	Parcharr	CRR	7347382
30	Aja Metta Sillah	Women Leader	Basse Manneh Kunda	URR	7008244
31	Aja Teneng Touray	GAT Member	Baja kunda	URR	6468592
32	Aja Dinding Jaiteh	Women Leader	Tambasansang	URR	9882397
33	Chief Yahya Jarjusey	Chief	Jarra Soma	LRR	9913064
34	Lamin A. Jobe	Ward Councillor - MAC	Karantaba	LRR	6370450
35	Mbaka Drammeh	NWC	Jarra Kani Kunda	LRR	7443889
36	Isatou Sumareh	GAT Member		URR	7778525
37	Fatou Danso	Alkalolo	Kabbakama	URR	
38	Alhagie Fafanding Kinteh	Chief	Kinteh Kunda	NBR	
39	Sebo Jawo	Women Leader	Nafugan	URR	
40	Teneng Jawo	Women Leader	Sare Talata	URR	
41	Sira Jawo	Women Leader	Samba Tacko	URR	
42	Kadijatou Mballow	Women Leader	Samba Tacko	URR	

43	Njemeh Sanneh	Women Leader	Sare Njai	URR	
44	Jun Krubally	Opinion Leader	Daba Kunda	URR	
45	Mariama Baldeh	Opinion Leader	Giroba Kunda	URR	
46	Jainaba Jawo	Women Leader	Nafugan	URR	
47	Jabou Jawo	Women Leader	Sara Mamudu	URR	
48	Wopa Jawo	Opinion Leader	Sare Mamudu	URR	
49	Fatou Sabally	Women Leader	Sare Pateh	URR	
50	Bakary Jam Jawo	Chief	Janjangbureh	CRR	

ANNEX 4: GEOGRAPHICAL SPEED OF FDGS

North Bank Region

No	Name	Age	LGA	Location
1	Adam Njie	-	NBR	Njawara
2	Suna Drammeh	-	NBR	Njawara
3	Kumba Fye	-	NBR	Njawara
4	Fatou Sarr	-	NBR	Njawara
5	Aja Haddy Panch	-	NBR	Njawara
6	Fatou Gaye	-	NBR	Njawara
7	Haddy Njie	-	NBR	Njawara
8	Ndey Ngalleh	-	NBR	Njawara
9	Haddy Taal	-	NBR	Njawara
10	Sohna Touray	-	NBR	Njawara
11	Mariama Sanneh	-	NBR	Njawara
12	Njaga Sillah	-	NBR	Njawara
13	Mbass Touray	-	NBR	Njawara
14	Ramatoulie Njie	-	NBR	Njawara
15	Ida Mbye	-	NBR	Njawara
16	Awa Jah	-	NBR	Njawara
17	Isatou Jammeh	-	NBR	Njawara

18	Mariama Bah	-	NBR	Njawara
19	Sibi Nying	-	NBR	Njawara
20	Haddy Bayo	-	NBR	Njawara
21	Muhammed Njie	-	NBR	Njawara

Central River Region

No	Name	Age	LGA	Location
22	Hamadi Mballow	-	CRR	Kerewan
23	Cherno S. Baldeh	-	CRR	Kerewan
24	Kumba M. Baldeh	-	CRR	Kerewan
25	Sutay Mballow	-	CRR	Kerewan
26	Subung Mballow	-	CRR	Kerewan
27	Amie Mansally	-	CRR	Kerewan
28	Kumba Njie	-	CRR	Kerewan
29	Dadda Baldeh	-	CRR	Kerewan
30	Jainaba Baldeh	-	CRR	Kerewan
31	Tombong Balbeh	-	CRR	Kerewan

Upper River Region

No	Name	Age	LGA	Location
32	Aja Nyama Jabbi	39	Basse	Dampha Kunda
33	Aji Amie Sahoneh	45	Basse	Diabugu Basillah
34	Amie Mboob	51	Basse	Misera
35	Aja Dinding Jaiteh	Adult	Basse	Tambasansang
36	Aja Sarjo Nyabally	36	Basse	Baja Kunda
37	Musu Marena	49	Basse	Badani
38	Bintou Danjo	30	Basse	Kumina
39	Manyansa Kijera	38	Basse	,Misera
40	Aja Sanneh Jawla	59	Basse	Jahaba
41	Aja Majuba Dibbasey	57	Basse	Jahaba
42	Sira Sanyang	28	Basse	Bassending
43	Mba Mata Manneh	40	Basse	Manneh Kunda
44	Metta Sillah	37	Basse	Manneh Kunda
45	Metta Kujabi	45	Basse	Manneh Kunda
46	Aisiatou Baldeh	35	Basse	Mansajang Kunda

47	Maimuna Baldeh	56	Basse	Mansajang Kunda
48	Seedy Baldeh	60	Basse	Koba Kunda
49	Isatou Darboe	70	Basse	Giroba
50	Kunfiri Jamba	-	Basse	Kambeh
51	Matty Sowe	42	Basse	Kaba Kama
52	Bintou Deen	34	Basse	Kaba Kama
53	Soma Jallow	40	Basse	Santa Su

Lower River Region

No	Name	Age	LGA	Location
54	Sanna Samateh	22	LRR	Soma
55	Amie Janneh	20	LRR	Soma
56	Jonsaba saidy khan	35	LRR	Soma
57	Fatou Jobe	45	LRR	Soma
58	Jainaba Gassama	40	LRR	Soma
59	Jonfollo Saidy	25	LRR	Soma
60	Boto Sabally	30	LRR	Soma
61	Fatou Kebbeh	33	LRR	Soma
62	Teddy Bah	19	LRR	Soma
63	Jakong Camara	27	LRR	Soma
64	Fatou camara	50	LRR	Soma
65	Mariamama Sanneh	40	LRR	Soma
66	Fatoumata Nyang	25	LRR	Soma
67	Mama Ceesay	26	LRR	Soma
68	Sarjo Jammeh	40	LRR	Soma
69	Musukebba Beyai	45	LRR	Soma
70	Fatou Sanneh	30	LRR	Soma
71	Isatou Camara	28	LRR	Soma
72	Nyima saidykhan	45	LRR	Soma
73	Mai Jamba	35	LRR	Soma
74	Isatou Jobe	65	LRR	Soma
75	Yala Camara	32	LRR	Soma
76	Fatou Jawneh	33	LRR	Soma

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**QUESTIONNAIRE ON THE GENDER ANALYSIS STUDY FOR NGOS / UN
AGENCIES AND OTHER KEY STAKEHOLDERS.**

TO BE COMPLETED BY INSTITUTIONS	
	Name:..... Date:..... Region:.....

Sample Number: _____ Name of Institution _____

Tel: _____ Address: _____

Fax: _____ Email / Website (if any) _____

1. Does your organisation work to promote women in decision-making?
- Yes ☐ No ☐
- (a) If yes, how.....
-
- (b) If no why?
-

2. What types of programmes and projects your institution support to enhance women's participation in decision making?
-
-

.....

.....

.....

3. What are the significant achievements registered so far?

.....

.....

.....

.....

.....

4. Do you think women have capacity in leadership? Yes No

Please explain.....

.....

.....

.....

5 Do you think they need other training? Yes No

Please specify

.....

.....

.....

6. How do you rate women's capacities in political leadership ?

.....

.....

.....

5. What do you think of the concept of Gender Equality and Equity?.....

.....

.....

.....

.....

6. Are they suitable for The Gambia and why?

.....

.....

.....

7. What factors aid women who contest for political leadership?

.....

.....

.....

8. What factors hinder them?

.....

.....

.....

9. Do you approve of allocating quotas of seats for women? Yes ☐ No ☐

If yes, please explain.....

.....

.....

.....

If No, state why?

.....

.....

.....

10. Do you think quotas of seats should be allocated to women in?

National Assembly ☐ Local Government Councils ☐

Political Parties ☐ Workplace ☐ Other ☐

**** Please tick two (2) of the above which you think are very important***

Explain your choice.....

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

11 Is there anything more that you need to tell me that I have not asked about?

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

12. What do you think of this STUDY?

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

Thank you for sparing the time to take part in this interview we do appreciate it.



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QUESTIONNAIRE ON THE GENDER ANALYSIS STUDY FOR INDIVIDUALS
(Women Leaders, Chiefs, Female Alkalolos, Council of Elders, Regional Women's Federation Presidents.)

TO BE COMPLETED BY THE ENUMERATOR

Name:.....
 Date:.....
 Region:.....

Interview conducted in English ☐ Mandinka ☐ Wolof ☐

Fula ☐ Sarahule ☐ other ☐

Sample Number: _____ Name of Respondent _____

Region: _____ District _____

Ward _____

Section: Bio Data of Respondents

(Please tick the appropriate box)

1. Age 18 – 25 yrs ☐ Age 25- 30 yrs ☐ 31- 40 yrs ☐ 41 – 50yrs ☐ above 50 years ☐

2. Gender Male ☐ Female ☐

3. What is your current marital status?

Married ☐ Widowed ☐ Separated ☐ Divorced ☐ Never married ☐

Monogamous Union ☐ Polygamous Union ☐ Single ☐

Religion:

4. Have you ever attended school? Yes ☐ No ☐

5. If yes what is your highest educational level

Primary	Secondary	Technical and Vocational	University	Other
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

a) Have you had any training or apprenticeship after school? Yes ☐ No ☐

6. Can you read and write? Yes ☐ No ☐

7. What do you do for a living (Please specify).....

8. What do you understand by the term Political leadership?.....

.....

.Who are the leaders in your community?.....

.....

9 (a) What are the roles of these leaders?

10. Why are the qualities of a good leader?

.....

11. What will you do if you realize that there are problems in your community which must be changed?

12. Have you worked to address such problems before?

13. What methods did you use?

14. Give reasons for your successes or failure?

.....

15. How can you do it better next time?

16. What will you need in order to succeed?

17. Who will you target?

18. How can we win people who have different views from us?

.....

.....

19. Do leaders need to do this? Please explain your answer.....

.....
20. What skills do women need as leaders?

21. Do men have to have the same skills as women?

22. What do you think are the best ways of imparting these skills to women?
.....
.....

23. Are there barriers preventing women from taking part in decision making?
.....
.....

24. Can you suggest ways of helping women overcome these barriers?
.....
.....

25. Are opportunities available to help women increase their participation in politics
.....
.....

26. What role can you play in this?.....

a. Who else can help?.....

27. What are your recommendations

28. What do you think of this interview?

29. Is there anything you want to add?.....
.....

THANK YOU FOR YOUR TIME



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Promoting Gender Empowerment and Increasing Women's Representation in Local Government Authorities (LGA)

QUESTIONNAIRE ON THE GENDER ANALYSIS STUDY

Check List for Local Government Authorities (LGAs)

Background

1. Name of the Local Government Council
2. Location and Address

Status by Gender in Top Management

3. No of Staff Male/Female
4. Categories of Staff Senior Management/ Middle Management/ Ancillary Staff by Sex

Governance Structures

5. Governor Male/ Female
6. Chiefs Male / Female
7. Alkalolos Male / Female

The gender status by ward representation in Councils

8. Total Number of Ward Councilors Male / Female
9. No of Elected Ward Councilors Male /Female
10. Number of Nominated Ward Councilors Male / Female

Capacity Needs

11. What are the capacity needs of the councils?
12. Do you believe that women need Quota System and Innovative Electoral Structures to enhance their participation in local governance? If yes why? And if no why?

Programmes and Projects

13. Does your council have programs or projects contributing to the reinforcement of women participation in political life?
14. What are the significant achievements so far?

Challenges

What are the challenges your council is faced with currently in terms of women's empowerment?

1. Capacity Gap
2. Limited Resources
3. Lack of proper decentralization and devolution of power
4. Rural Urban Migration
5. Socio- Cultural Factors
6. Limited social amenities
7. No Response

Annex 7: GUIDELINES FOR THE FGDs

*Enumerator shall state the objective of the study
Definition of terms and terminologies*

- ❖ Governance Structures
- ❖ Women's Participation in Decision Making Positions
- ❖ Form the group which should reflect the different categories of people in the community so as to get an idea of the different needs
- ❖ Expectation of the FGD's
- ❖ Share findings with participants
- ❖ Recommendations and Way forward
- ❖ Gender Equality
- ❖ Gender Equity

Entry Point: Governors, Area Council Chairperson, Female Village Heads, Women Groups, Regional district councils, lady councilors, President National Women's Federation.

1. How to go about conducting the Focus Group Discussions

- Liaise with the community/institution to arrange a suitable place for the meeting
- Form the groups of 11 participants in each group
- Ensure that your target for the FGD is met (11 members)
- Begin the meeting with prayers
- Introduce members of the team conducting the FGD
- Identify the moderator and the scribe
- State the objective of the Survey
- Using gender to determine composition of the group - youth /men/elderly

FOCUS GROUP DISCUSSIONS (FGD)

State the objective of the exercise at the beginning

2. Political Leadership

- 2.1 Who do you consider to be the leaders of this community? Why?
- 2.2 What are their roles?
 - (a) How many women are there?
 - (b) How many men are there?
- 2.4 Are there more male leaders than female leaders? Explain
- 2.5 What do people in your community look for in a leader?
- 2.6 Who has more of these qualities men or women? Please explain
 - (a) What methods do you favour for imparting leadership skills?

3. Identifying Existing Capacities

- 3.1 Capacity means that people are able to solve their problems and do their work well.
- 3.2 What capacities do women have to function in your community?

4. Advocacy

- 4.1 What is advocacy?

- (a) Have people used it to change laws and situations that affect them?
- 4.2 Have you been involved in this type of work?
- (a) If your answer is yes, please explain how you did it?
- (b) If no, why have you not been involved?
- 4.3 Did you succeed? Why?
- (a) Did you fail? Why?
- 4.4 Do women leaders speak up against things that affect them and the community?
- (a) If yes, how do they do it?
- (b) If no, why do they not?
- (c) If your answer was yes, do you approve of the way they do it?
- 4.5 Do men leaders speak up against things that affect them and the community?
- (a) If yes, how do they do it?
- (b) If no, why do they not?
- (c) If your answer was yes, do you approve of the way they do it?
- 4.6 Should women be given training on how to do this?
- Yes ☐ No ☐
- (a) If yes what methods can we use?

5. Gender Issues

- 5.1 Women must be equal with men in everything
- 5.2 We should have equal number of men and women in decision making positions
- 5.3 Men and women should be given the same treatment
- 5.4 Men should lead and women should follow
- 5.5 What do you think of the concept of 50 / 50?
- 5.6 Is it appropriate to use 50 / 50 as a tool to empower women?
- 5.7 Are there any misconceptions about the concept of 50 / 50?
- 5.8 What are these misconceptions? Please explain!
- 5.9 What do you think of the concept of gender equality?
- 5.10 Is gender equality appropriate in The Gambia?
- (a) If yes why?
- (b) If no why?
- 5.11 What do you think of the concept of gender equity?
- 5.12 Is gender equity appropriate for the Gambia?
- (a) If yes why?
- (b) If no why?
- 5.13 Equality or Equity which is suitable?

Factors that Promote

- 5.14 Laws should be passed that reserve a number of positions and seats in the Local Councils just for women.
- 5.15 Gambian women holding key positions have done a lot to improve the country
- 5.16 Are these important factors that aid leadership?
- Education / Marriage / Religion / Money / Family / Labour Saving Devices / Quotas/ Other

Please choose the 3 that you think are very important and rank them starting with the most important.

Factors that Hinder

- 5.17 Men control women and prevent them from becoming leaders
- 5.18 Women have too much work and so do not have time to seek Leadership positions.
- (b) Women should stay home to care for the family and leave leadership to men
 - (c) Men are richer than women and can afford to spend money to become leaders.
 - (d) Women lack education and training to become leaders.
 - (e) Political Parties favour men.
 - (f) Other

6. Negotiation

- 6.1 Men are better at discussion about issues that affect them and making compromises.
- 6.3 Talking to people about your views, listening to the other person's views and finding common ground is very important for leaders.
- (a) Do you agree?
- Yes ☐ No ☐
- 6.4 Do you think women can do this?
- (a) If yes, how have they used this skill?
 - (b) If you said no, please explain.
 - (c) How can women get these skills?
 - (d) Do you have these skills?

7. Changing Attitudes

- 7.1 I prefer to have a man as leader
- (a) What are your reasons?
- 7.2 I prefer to have a woman as leader
- (a) What are your reasons?

8. Communication Strategy

- 8.1 How does information get to you from your leaders?
- 8.2 What methods are available in your locality for passing information?
- 8.3 Which method do you like and why?
- 8.4 Which of these do you use to get information?
- Radio / Newspaper / TV / Word of mouth / Other
- (a) Please rank starting with the most important
 - (b) Please give reasons for your choice.
- 8.5 What do you think of this exercise that we have been doing?
- 8.6 Is there any thing that I should have asked that I have not asked you?

THANK YOU SO MUCH FOR TALKING TO ME!