

**THE ABUSE OF GENDER EQUALITY IN JUBA COUNTY,
SOUTH SUDAN**

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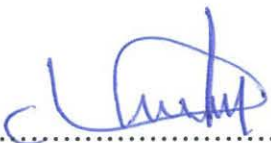
**A RESEARCH PROPOSAL SUBMITTED IN PARTIAL FULFILLMENT OF
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DECLARATION

80%

I CHOL MAMER CHOL, LLD/10010/81/DF, do hereby declare that the study on Abuse of Gender equality on involving women in Government and Non -Governmental organization in activities" presented in this report is entirely my own original work, except where acknowledged, and that it has not been submitted before to any other University or Institutional of higher learning for the award of a degree/diploma.

Signed.......... Date..........

APPROVAL

This research report has been submitted for examination with my approval as the Candidate's University Supervision(s).

SUPERVISOR.....KISUBI ESTHER CHRISTINE.....

SIGN..........

DATE.....4/08/2009.....

DEDICATION

This Research work is dedicated to my father, the Mr. Mamer Chol Nhial and my mother, late Ayor Buol Maketh, for their great care and love. Parents are the life that I have and honor you.

ACKNOWLEDGEMENT

I would like give my sincere gratitude to the people and organizations that assisted me by offering material and moral support. With great honor, I salute my supervisor, Ms KISUBI E. CHRISTINE of faculty of Law, Kampala International University, for her tireless efforts, by offering me parental advice, guidance and training that made me succeed in the study.

I wish to thank the entire faculty of Law in various departments for developing me basic professional, by opening my mind to little I am in now. Special thanks go to the Ministry of Legal Affairs and Constitutional Development, Government of South Sudan (GOSS), for their financial support during the Course of one year.

I would also to thanks my respondents, for their cooperation in the field by giving me answers, for things which are happening on ground in Juba County in South Sudan. And I am extending my sincere thanks to my course mates for nice unity and peace for one year course.

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ACRONYMS

NGOs	Non-Governmental Organizations
UN	United Nations
UNICEF	United Nations Children's Fund
UNSCO	United Nations Educational, Scientific and Cultural Organization
GAD	Gender and Development
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
USAID	United Nations Association for International Development
GOSS	Government of Southern Sudan
SPLM/A	Sudan People's Liberation Movement/Army
MDGS	Millennium Development
GNOs	Government of National Unity

ABSTRACT

An investigation of the Impact of Gender Equality on Involvement of Women in Administration was conducted in Juba County and Terreka County, Southern Sudan.

The variable considered includes; forms of gender equality in society, its effects in the society and the attempts to curb it. The general survey research design was used, methods used in data collection include; oral interviews, questionnaires, observation in the societies.

The study revealed that the major forms Gender Equality in Juba and Terreka towns were.

Family Abuse belief 80%, culture setting 0.5%, sex role and Gender discrimination and Equality in the politics 0.2%. However, the dominant one being the traditional belief, accounting for 80% of the various forms of Gender Equality in Juba County.

The study further revealed that Gender Equality affects the development by hindering the contribution of women in the Country especially on political, social, cultural and economic systems. Through entrenchment of patriarchy, inequality in job opportunities, uneven access to resource control.

High school drop out of girl, heavy domestic work load for women who can even do better than the men, low income for the family because its only men who work in lucrative jobs, domestic violence and sexual harassment at work places. The researcher established what has been done to protect the women and girl child; this includes; women's liberation movement, involvement and education strategic.

The study came up with the following recommendations; public awareness, strengthening gender analysis and providing assistance to policies and institutions that promote gender equality.

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CHAPTER ONE

INTRODUCTION

1.0 BACKGROUND OF THE STUDY

The abuse of gender equality in Juba County in South Sudan. The abuses of gender equality has been defined by Heise L. (1994)¹ is violence against women both violates and impairs on nullities the employment by women of their human right and fundamentally freedom. In all societies to a greater degree' women and girls an subjected to physical, sexual and psychological abuse that cuts across lines of incomes, class and culture.

According to Gough 1971², gender stratification is society, unequal distribution of wealth, promotions and privileges between men and women. It is a form of the patriarchy, literally the rule of father, social pattern, by which males dominate females on matriarchy, social scientist have never documented clear case of matriarchy by Gough 1997, and patriarchy is by Harries 1977³.

Gender abuse stem, from birth, for example, parents create and maintain gender distinctions between girls and boys through differential treatment. Because boys are though to be less fragile than girls. Parents are most likely to bounce a son, to hold him up in the air and to play with him more vigorously than their daughter. Parents tend to cuddle infant girls, treat them gently and provide them verbal stimulation through cooking, talking and singing to them.

¹ By Heise L. 1994, 4th Edition :p.65

² By Gough 1971, 3rd Edition:p.233

³ By Harries 1977,1st Edition:p.99

Gender distinction is also seen to be reinforced by parents through selection of infant and children's clothing. For instance, most parents, dress boys in boldly colored "rough and tough" clothing; they purchase smart shirts that are decorated with Hearty and flowers on female characters such as mini, mousse, twenty binds, on Pocahontas for girls and smart shirts that feature male super heroes; athletics motif on characters such as Mick e.g. mousse, Elmer fad on the lion king for boys.

According to Bestow (1992)⁴, they confirm that parents use toys and to encourage them some more than daughters towards greater independence. Boys the quietly are assigned such maintains chores as carrying out the gun bag, clearing up the yards, on helping dad or an older brother. Girls on the other hand, are given domestic chores such as shopping, cooking, cleaning, the table and doing laundry.

When parents purchase gender specific toys and given to the children gender specific household assignments, they reinforce above of gender inequality in normal circumstances abuse depends entirely on an individual Capacity, both physically and mentally and a qualification. However, gender abuse seems to be on underpinning factor. For instances ,women are rarely found in positions of authority and leadership in private and government sectors ,in particular and career development for women . Political is rarely priorities .even in countries where the percentage of women officials is high, and then are very few women to be head of administrator officials and managers at the county, elegant and national level. Therefore, gender equality has direct impact on involvement of women in political, economic sectors. Gender equality is an issue that has become increasingly important to humanitarians of gender equality, Non Government Organization (NGOs) and then agencies supporting upgrading development and empowerment programmer in society. Although different strategies have been identifies

⁴ By Bestow 1992,5th Edition :p.300

that by the Ministry of gender, labor and community development in implementation of Uganda, national gender policy United Nations, agencies (UN) and Non Government Organization to solve the problem of gender inequality in government and private sector unfortunately some of these are new and very few are vigorously evaluated. Despised all these attempts women are often marginalized to low status position within government positions usually administratively the women grade position

and subject considered soft. This means that men still dominate high status position administering higher grade position and subject with higher prestige such as management of and administering societies.

1.2 STATEMENT OF THE PROBLEM.

The problem to be investigated in this study is the impact of gender inequality in up grading women to social development. Skills and integrating them in administration and management” there has been various attempts on strategies put in place to involve women and to solve gender inequality. Women management training programmers rarely pay attention to the different experience perspective and priorities of females and assume the gender equality of being administration. Few administration training programmes explicitly include a gender equality issues within system, none discuss critical issues such as the feminizations to the profession. The researcher believes that this approach is characteristics of women in development GAD, approach, which implies that the programmed would acknowledge gender differences, aim to meet different needs of men and women and mind explicitly address gender equality issues.

1.3 THE PURPOSE OF STUDY.

The purpose of study is to examin the impact of gender in equality on including women in administration in Juba County in South Sudan.

RESEARCH QUESTION (HYPOTHESIS)

- i. Is there a relationship between gender and in administration?
- ii. What effect does gender equality have on women participation in development?
- iii. What is the relationship between and women girls' involvement of women in administration?
- iv. Does the family setting of parents have an impact on the education of women who later become administrators

1.4 OBJECTIVE OF THE STUDY

The objective of this study is the following;

- (a) To find out whether there is a relationship between sex and a gender.
- (b) To examine if there is difference in talent between female and male.
- (c) To investigate how the gender inequality developed in South Sudan.
- (d) To establish if there is a relationship between women administration and men administration.

1.5 DELIMITATION OF THE STUDY: THE SCOPE

This study will be conducted among the members of state administration office fifteen (15) members officials from County administration committee the administrators and the members of administration of two county namely; Juba County and Tereka County. The total of twenty (20) administrators from each county will be taken. These administrators will be chosen on the basis of profession and sex (gender).

1.6 SIGNIFICANCE OF THE STUDY.

The involvement of women in administration is an issue that has become increasingly important to the Ministry of gender equality and labour, Non-Government Organizations (NGOs) and other agencies supporting gender equality in all level of development.

Therefore, the findings of study will benefit Government administrators and planners because through it, they will formulate the policies that will cater for the needs and development of both females and males and equal treatment in development.

More so, the Government and Non Governmental Organization will be sensitized on the effects of low number of women administrators in the county and will be able to help to contribute to the girl-child education program. They will also realize that, if there are few girls attending school and completing education, then there will be few young women adequately qualified to become administrators in future.

Further more, training of administrators will be alerted by this study and they will ensure the content of all to the specific experience, priorities and concerns to male and female administrators. A gender and

administration training will be relevant and empowering to male and female administration.

Specific gender equality content will enable them to support and encourage girls in school and promote gender equality in different ways.

Conclusively, this study will benefit the management administrators through discussion of patriarchy, gender and problems relation in gender and will help in administration to better understand themselves and their social situation to work towards new definitions of men and women and will be the whole model for education of gender in equality.

The Non Government Organization (NGOs) and other supporting agencies will be encouraged and they will provide gender training and professional development opportunities for women leaders to enable them promote gender equality initiative in their own management and to provide appreciate support for women administrations.

The government administrators will benefit out of this study because they will ensure that women administrators are full, involved in decision making process and they will participate in all meeting and activities not just insubordinate whole development system.

CHAPTER TWO

2.0 LITERATURE REVIEW

2.1 INTRODUCTION

The literature review in this research was based on gender inequality problems that exist in the greater Horn of Africa Countries and the world at large. There has been a lot of literature on the Gender inequality problems created by governments, traditional societies and religions but there is little literature in Southern Sudan in particular, and the activities of Gender biased individuals and societies are the same world wide.

There are differences in most Countries on the matters concerning the forms, effects and attempts to solve the problems brought about by gender discrimination. The literature review was focused on the forms of gender equality its effects in the social life and the measures to avert it.

2.2 Forms of Gender Abuse Equality

2.2.1 Family beliefs

According to Nida (1983)⁵ defines gender is family belief or culture belief that transmissible and cumulative and the traits are cultural in the sense that they are transmitted by the society, not by genes. All over the world, family belief or cultural belief follow religious beliefs and these beliefs affect a society's development negatively or positively. Gender Myths are socially and culturally constructed beliefs or ideas about men and women which explain the origin, personality and mental capabilities and which control access to property, roles and responsibilities. For instance, where pools of women with appropriate qualification to become administrators do exist, there are other barriers and discouragement;

⁵ By Nida 1983, 8th Edition: p.23

these include the belief that it is men who should administer and run government sectors, as well as family, the government offices and private sectors. Husband and family members may also not feel comfortable with women administering in government that are dominated by men. The traditional belief about women's exclusion during menstruation and pregnancy also impact negatively on their opportunities to become administrators.

Family belief practices which affect girls negatively are very noticeable in the education sector. In rural areas girls drop out to marry so that they can earn money wealth for their families. Parents consider girls education as less essential and they encourage girls dropping out to help with the farming or to care from children or ill family members.

2.2.2 Gender, discrimination and inequality in the Education

According to UNICEF 2002,⁶ there are more boys in school than girls in most developing Countries. The technical professional prefers to involve boys rather than girls because boys raise their hands enthusiastically. When few girls perform well, instead of being positively motivated, some administrators will make comments such as "she has a women body, but the brain of man;" UNICEF, 2002. There is evidence to show a correlation between the number of women administrators and girls' enrollment, especially in Sub-Saharan African. In Countries there are more or less equal numbers of male and female in education management sectors, there is close to gender parity in student's intake. In contrast; in countries where women only 20% of administrators, there are far more boys than girls entering. (UNESCO, 2003)⁷

⁶ By UNICEF 2002:p.20; of report

⁷ By UNESCO 2003

2.2.3 Gender, discrimination and inequality in the Politics

According to culture setting up by Chapman 1989,⁸ culture determines that men and women do not compete for the same occupation. Their roles are differentiated according to their physical constitutions. Traditionally, male and female occupations were linked to their family roles, which were differentiated by sex, and involved rigid and clear-cut gender related division of labour, child bearing, breastfeeding, child rearing, caring for the extended family, cooking and productions of crops were women's work, and this meant that women were not available for social or political activities outside the family circle. Many cultures have a history of gender inequality.

Due to difference, women are often marginalized to low status positions within the government and non -governmental organizations. usually consider them in low position class in government structure political arrangement. this scholar also highlighted the fact that compared to male administrators in government, women administration do menial and low status tasks not only during regular working hours day's but also at special events.

According to Merrill 1998. ⁹Women gained some ground but in large part, emulating men did not work. What women have learnt since that attempt to limited powerful men-their dress their verbal displays of aggressiveness and competitiveness, they are not received in the same favorable manner. Gender, is still alive and the double bind is still active for women who attempt to enter the workforce. In many societies, including Southern Sudan, girl's inequality at an early age and the discrimination persists well into adult years. The impact of the discrimination is a cut in the area of politics and education. This trend is

⁸ BY Chapman 1989, 6th Edition: p.56

⁹ By Merrill 1998, 3rd Edition: p.78-100

the consequence of a number of factors, among which are poverty, harmful cultural practices and beliefs, pregnancies, early marriage.

2.2.4 Gender, discrimination and inequality in the working place

Kirk 2004 ¹⁰raises awareness about the fact that the unconscious attitudes and assumptions of women administrators towards men and women administrators may also reinforce gender inequality. Women, s preference for secretaries in government, makes it difficult to imagine how they might encourage women administrators to be more active and to participate fully in government.

According to Stewart 1993,¹¹ women have not reached the top of the corporate hierarchy in part because of the sex role stereotype held by many corporate decision makers, that women do not have the personality necessary for top leadership roles. This point to the stereotypical judgment that, because women are naturally affiliative and nurturing, they cannot make tough decisions that might disappoint others. The glass ceiling for women still remains intact.

2.2.5 Effects of Gender equality

2.3.0 The Entrenchment of Patriarchy

Kwesiga 2002¹² reports that women continue to lag behind in terms of economic growth and development because they do not have access to land, agricultural produce or markets, earn low incomes, have no assets and do not inherit any land or property. Women are the poorest members

¹⁰ By Kirk, 2004,3rd Edition:p.95

¹¹ By Stewart 1993,,5th Edition. P. 88

¹² By Kwesiga 2002,7th Edition: p. 70-130

of society. Moser 1989¹³ says that women are not primary owner of land, property and rights to land inheritance. Without land rights, women cannot develop and realize equality with men.

2.3.1 Girls Dropout from Education

According to UNIMISS 2005 report, the gross enrollment ratio Juba County in South Sudan from 2005-2008 was 5% in primary, 02% secondary. The female dropout rate is 9.4%, compare to 8, 4% for boys. As one ascends the education ladder, the disparities become even greater. Some of the barriers to girl-child education include: Lack of security, especially in rural areas where pupils have to walk long distances to school, culturally and socially prescribed gender roles, early marriages, and negative cultural.

2.3.2 Persistent inequality in capacity building

Women and children are not involved in capacity building by the government planners. Gender bias is still an issue. Some people are unwilling to employ women; some families are still unwilling to send their to school. Some non-governmental organizations do not give women loans. (Tuyizere 2007)¹⁴.

¹³ By Moser 1989, 2nd Edition : p. 33

¹⁴ By Tuyizere 2007, 3rd Edition.p. 245

2.3.3 Low rating of women's economic contribution

Many religions and cultures discourage women from contributing significantly to the family or society's income. Some men prohibit their wives from working because their financial contribution is insignificant while others fear that other men may abuse them sexually. If women are assigned and recruited to positions in rural areas, they often face multiple obstacles when working away from their home, family or husband. Traveling long distances alone is often culturally unacceptable and unsafe for women and travel by public transport is both difficult and costly.

2.3.4 Sexual Harassment and Gender-based violence

Sexual and gender-based violence, including physical and psychological abuse, trafficking in women and girls and other forms of abuse and sexual exploitation, place girls and women at high risk of physical and mental trauma, diseases and unwanted pregnancy. Such situations deny women the opportunity to use health and other services. Mental disorders related to marginalization, powerlessness and

Poverty, over work and stress, domestic violence and substance abuse and among the other health issues of growing concern to women. Lauer, 2002¹⁵.

¹⁵ By Lauer 2002, 8th Edition: p. 22

2.3.5 Measure Being Taken to Eradicate Gender Discrimination in Education Sector.

Individuals as well as Non-government Organization NGOs have tried laying some strategies to protect women in the labour market and society. They are as discussed.

2.4.0 Establishing Women's Liberation Movement.

The women's Liberation Movement had its origin in related liberation movements and represents an attempt by women to free themselves from all sources of oppression, whether religious, cultural, economic, political or sociological. Today women still struggle energetically to free themselves from oppression Jendin 1995¹⁶

The world's first ever women's Liberation Movement Convention was held in 1848 in Seneca Falls, New York, where Stanton demanded women's Suffrage and other reforms. The political environmental, social, religious and cultural oppression of women led to the Women's Liberation Movement. Its major aim is the elimination of all forms of discrimination against women, since discrimination on the basis is a form of injustice which benefits none and should be opposed using all means.

2.4.1 Imposition of International law on the Principles of Equality between men and women.

The International human law emerged in the context of activism and research on issues related to the social status of women and their right, to participate in public activities. In Europe and North America, the

¹⁶ By Jendin 1995, 3rd Edition: p. 66-150

recognition of rape as a phenomenon affecting large numbers of women in the 1960s marked the beginning of a campaign against gender based violence. As a result, several conventions were held. The convention on the elimination of all forms of discrimination against women (CEDAW), held in 1989 and 1992, led to the most important legal documents dealing with the human rights of women. These documents describe gender violence and make steps in the promotion of women's human rights to promote gender equality.

2.4.2 Gender-Responsive Intervention

Gender responsiveness is a planning process in which programmes and policy actions are developed to deal with and counteract the problems, which are likely to arise if the needs resulting from socially constructed differences between men and women are not met adequately. Gender-responsive interventions by stake holders include identifying gender needs, allocating priorities and access to opportunities and benefits to address Gender inequality, sensitizing stakeholder, community and administrations to Gender relations. (UNICEF, 2002¹⁷).

Moser 1989¹⁸ comments that the women in development WID approach adopted by the United State Agency for International Development (USAID) with its underlying rationale that women are an untapped resources that provide an economic contribution from development, has had an influence in popularizing income generating projects from women.

¹⁷ By UNICEF 2002

¹⁸ By Moser 1989, 4th Edition: p. 45-78

2.4.3 Vienne Declaration and Programme of Action, World Conference on Human Right 1993.

The world conference on human rights deeply concerned various forms of discrimination and violence, to which rights of women continue to be exposed all over the world. The human rights of women and of the girl-child are an inalienable, integral and invisible part of universal human rights. The full and equal participation of women in political civil, economic, social and cultural life, at the national, regional and international levels at the eradication of all forms of discrimination on grounds of sex are priority objectives of the international community.

2.4.4 Measures Taken To Achieve Gender Equality.

Declaration on the quality of women and men (1985)¹⁹

The council of European member states declared that the strategies to be applied for this purpose must enable women and men to receive equal treatment under the law and equal opportunities to exercises their rights and develop their individual gift and talents.

2.4.5 Convening Conference on Gender Equality.

The world conferences on human rights) stress the importance of making towards the elimination of violence against women in public and private life , the elimination of all forms of sexual harassment ,exploitation and trafficking in women, the elimination of gender bias in the administration of justice and the eradication of any conflicts which may a rise between

¹⁹ By Declaration on the quality of women and men 1985,5th Edition: p.77-123

the rights of women and the harmful effects of certain traditional or customary practices, cultural prejudices and religious extremism.

2.5.0 Campaign the Millennium Development Goals Universal and Gender Equality

The gender equality and millennium development goal are concerned with property, education, health and nutrition, and the environment. It assesses the extent to which gender concerns and perspectives have been mainstreamed into programs of government and other role players. The goals have global partnership to address poverty, illiteracy, inequality, discrimination against women and girls, access to health and education, reduce deadly and other diseases, harness the environment and national and international development and achievements to be shared by all nations and people of challenge discrimination against women and seek to ensure that all children have equal access to treatment.

2.5.1 Right and Duties of Women As Provided By the Constitution.

According to Uganda constitution (1995) article 21²⁰ of clause (1) say that all persons are equal before and under the law in all spheres of political, economic, social, and cultural life and in every other respect and shall enjoy equal in protections of the law. It also the policy of government of Southern Sudan (Goss) under article 18²¹ of interim constitution of Southern Sudan, stated that all person are equal before the law and are entitled to the equal protection of the law in that

²⁰ Uganda Constitution 1995 article 21 of clause 1, p. 41

²¹ Article 18 Interim Constitution of Southern Sudan, p. 7

discrimination as for race, ethnic origin, colour, sex, language, religious creed, political opinion, built locality of an social status.

It is also under Article 20 State that right of women clause (4) stated all level of government in Southern Sudan Shall be promoted women participation in public life and their representation in the Legislative and Executive organs by atleast twenty- five percent as an affirmative action to address imbalance. This is to achieve gender balance and equality in all sphere of life the County. This was initiative by SPLM/A, which is ruling party on ground now.

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CHAPTER THREE

METHODOLOGY

3.0 INTRODUCTION

This chapter gives a description of how data was collected and analyzed it. Directs on general research design, the sample design and the sample size, methods of data collection, data analysis and problems that derailed data collection in the field

3.1 STUDY AREA

3.1.1 LOCATION

The study was conduct in Juba County, in the South Sudan and among the natives of Bari tribes and Mandari tribes plus the other tribes who are living in Juba town. Juba County is city of South Sudan. The Juba County was the headquarter for war zone centre for decade's long civil conflict that ravaged the country. This was between the Northern and the Southern ethnicities.

3.1.2 POPULATION

Juba county population is heavily populated due to effects of war. Many natives are returning from exile and resettling round Juba. Juba was also military barrack during war for Arabic soldiers. Juba is inhabited currently by approximately 4.000,000 peoples but some of the indigenous people are still in the Diaspora due to the challenges of insecurity within Juba town and issue marginalization of other sexes.

3.1.2 ECONOMIC ACTIVITIES

The major economic activities in Juba and Tereka County are animal hearing and subsistence farming, but these were tremendously affected by the war. The local people are engaged to cultivate the groundnuts goals, cattle. The main crops grown especial in Juba county; include grown ground nuts, maize to mention but a few.

3.1.3 Research Design

A general survey was done to investigate the abuse of gender equality and the involvement of women in administration in Juba County. The variable used, included:

The forms of gender abuse, inequality, the effect of gender inequality and the attempts employed to solve the problem of gender inequality

3.2 Sampling Procedures

Juba County was sampled because of its bigger population which composed of different tribes from other regions southern Sudan. Juba County belongs to the Central Equatorial State. This county was chosen because of its high representation of different tribes in the South Sudan. The subjects of the study were randomly selected while other counties and towns are no exception simple because they are likely to have the same form of gender abuse and inequality. The researcher chose Juba County since it is only location when there is lot of abuse on side of gender and high populated with many crimes daily committed compared to other States in Southern Sudan in which the problem of conflicts still persists among different ethnic groups.

3.3 Sample

Juba County is currently having all population of all counties within the Southern Sudan. In Juba County there is sub-county within county, in county structure the administration was setted with different sex, in which female were less than represent ting in the administration of both county and Sub County. (Buma).

The administrators were selected from the different tribes because the town is shard by two governments which involve all tribes who are living in the county and considered as residence of Juba County. And the higher positions in county were dominated by men and women were minus considers, so there was different with county in distribution of resources and management in government.

3.4 Method of Data Collection

Several methods were used to collect data from the field this includes questionnaires and interview, observation.

3.5 Questionnaires and Interviews

Local sets of questions were developed following the variable such as the forms of gender abuse, its effect and solutions that have been put in place. The data collecting instruments more basically self administered questionnaires which comprised of open and close-ended questions. This helped the respondent answer all the questions to the best and his/ her knowledge. Interviews were also used whereby the researcher interviewed the respondents face-to-face especially in County and public service offices and the head administrators and the local chiefs. Also in the case of illiterate upon that face-to-face interviews more conducted for fourty seventy minutes for each respondent, my interviews were conducted three times a week.

3.6 OBSERVATION

The researcher carried out observation in order to get the first hand information which acted as a confirmation to the information given by different respondents. This enabled the researcher to obtain facts about the existing forms of gender abuse equality and effects on its societies of Southern Sudan in Juba County.

3.7 RESEARCH PROCEDURE

Going through planning stages, the researcher, selected the topic, defined and clarified the topic, reviewed the related literature, chose a target population and sample prepared instrument for data collection from June-november-2009. The researcher obtained an introduction letter from Kampala International University, faculty of law to Juba County permission was sought from the county, authorities which allowed the researcher to conduct the study questionnaires were administered to the respondents and the participants were assured of confidentiality. The researcher accessed the study site in December-2008 to January 2009.

3.8 DATA ANALYSIS AND PRESENTATION

After the data collection, using quantitative, method, only correctly answered questionnaire's more coded. Edited and analyzed was carried out by use of frequencies, percentages and true findings more presented using tables.

3.9 PROBLEMS FACED IN EXECUTING THE STUDY

3.10 The researcher faced the following problem in the study.

Language barrier, majority of the inhabitants speaks Bari and Mandari. Dealing with illiterate people limited the rate of data collection.

This forced the researcher to use translators who were costly.

Limited money, lack of enough money in data collection the field led to in inadequate data. This affected the possibility of reaching the scattered settlement in the County and accommodation an up keep were seriously affected which resulted in the limited data in most areas.

The effects of the civil wars that was fought for twenty two years were still being felt and there was insecurity. Juba county was one of the front lines town, where the Sudan army operated and the troop of Southern Sudan, which is Sudan people's liberation army (SPLA) especially during season months of operation, there is fear of insecurity round Juba County. That where the operation are starting in those Months.

And during day time, some roads are impassable due to landmines and pot holes trees. All this scared the researcher, which resulted in an inadequate data perception of people, the local people perceived the researcher and associated the researcher with politicians, and most seriously, ethnicity is also a problem, for instance, some people were not happen with the tribes of the researcher, that is not their tribe mate, which contribute to the reduction of data collection.

CHAPTER FOUR

PRESENTATION AND INTERPRETATION OF RESEARCH FINDINGS

4.1 Review

This chapter presents and interprets the findings of the study carried out of the impact of gender equality of recruitment women in government and non government organization. In Juba County, the major variables this chapter is giving cover include the forms of gender equality, the effect on recruitment of women in government and measures being taken to address it.

4.2 Form of Gender Equality in Juba County and Tereka County

In Juba and Tereka, there several forms of gender abuse taking place include, family gender abuse, politics abuse, education abuse, culture abuse, economy and development abuse, work abuse, religious abuse, and development abuse, stratification abuse, mass media abuse.

Table showing the form of gender abuse equality in government and private sectors in Southern Sudan.

Form of gender	Number of respondents	Percentage
Family abuse	50	80%
Political abuse	5	0.2%
Educative abuse	10	13.32%
Culture abuse	19	0.5%
Economy and development	4	0.1%
Religious abuse	0	0%
Spout abuse	5	0%
Work abuse	8	10%

Primary source of data

4.2.2 Gender and family

Gender equality has become rampant in all Southern Sudan States in family issues, due to the sharing of family duties together, to according to them the belief that family duties are distributed according to sex belief constituting 80% of all form work at home against equality. Throughout Juba County, roles of family members are divided according to the gender. These roles are socially defined prescribed and shape and condition tasks and responsibilities in to Masculine and Feminine.

When interviewed how roles of family members are divided in Mandari culture, Mr. Awani Lado, said, my culture in family duties put it that the role of women in family includes cooking, doing housework, looking after kids, fetching water, collecting fire wood, digging, making pots and mats and giving grains while men duties in family are include hunting, fishing, going to market, making weapons, mining and other hardship life are located to men..

All these are associated with family belief and cultural practices in whole South Sudan.

Addition to the family policy to according to Mandari and other tribes in Southern Sudan, one of respondent told me that women are considered as part of the house property and they are not permitted to sit near men when they men are discussing community matters because they women are emotional and passive.

This affect the girl child participation in education acquisition because girls are expected to work according to the task of the family policy and society belief such as child care cooking for the family fetching matter while the boys are allowed to exercised their right in family work on family decision women are instructed to family needs only.

When asked of gender abuse that is exists in Southern Sudan, Juba County. Mr. Pita acknowledged that Juba County multi tribals habitate by many due to civil war between SP/A/M/Sudan government, are often faced with problems of gender biased family believe that lead to a greater gender in balances in family work sharing.

2.4.5 GENDER AND EDUCATION.

In Southern Sudan ,Juba County, when asked respondent discriminate women in education the respondent said that women are not allowed to be educated to accordingly their culture women are some of clans properties, that women doesn't have right to go school. The respondent satisfy that gender education by implying that gender equality by implying that ,owning their character, women are better at cooking ,caring kids and managing the domestic set up ,that they a great aptitude for house hold rather than administrative and technical work

4.3 EFFECTS OF GENDER ABUSE EQUALITY ON INVOLMENT OF WOMEN IN GOVERNMENT POLICY.

These existing forms of gender abuse in Juba County have drastically affected the development and morally equality of life as discussed below;

Table showing the effects of gender abuse on different sectors.

Sector	Number of respondents	Percentage
Education	10	0.5%
Economy	15	20%
Health	8	0.5%
Culture	13	16.8%
other	09	11.6%

4.3.1 UNEQUAL POSITION AND PARTICIPATION BETWEEN MEN AND WOMEN

Men consider themselves the head of the family as well as government institution because they consider themselves strongly and can make tough discussions on matters that affect the society. The husband considers himself if the head of the family because he paid a bride price married the women and built house. So the wife must be submissive, dependent on the main for his land, money and other property. It is very clear money and other property. It is very clear here to every one that in county and Buma, the head of administration in juba county and their deputies are all men except the only few woman in Juba county out 90% of administrators in juba county, while the cooks and cleanness in all two County are all females. All this is because of gender discrimination.

4.3.2 Economic Depression at both family and National level.

Women are very few in government offices because some husbands prevented them from working, finding jobs, keeping their own money to buy cars or even clothes. They wish to keep women development dependant and under control. Other men prohibit women or girls to go to school or study further or may stop them from finishing school on finding gainful employment.

One female respondent of 48 years old has asked why there are few women in government officials and she said that daughters and women are often considered as good for nothing and not worth educating. Women may be prevented from working by men because financial contribution is negligent. Some husbands restrict their wives' movement and prevent them from working in offices dominated by young men. The few female administrators, who make it administering in low grade units in government like secretary work and reception and with no top leadership position in government and County or Boma levels.

The fact of gender inequality in economic depression, women were restricted for their choices, opportunities and participation have direct and often malign consequences for woman's health and education, and for their social and economic participation. These restrictions have been considered either unimportant or non-existent, either accepted or ignored, gender inequality. The reality of women's lives has been invisible to men. This invisibility persists at all level, from the family to the nation. Though they share the same space, women and men live in different country.

4.3.3 DOMESTIC VIOLENCE.

Domestic violence which stems from gender varies from society to society and is manifested in the following forms.

Family violence. Girls are prepared for womanhood only by being conditioned for please men sexually. This is a concerned of everybody in the society in Juba County. Women must make sure that they satisfy men sexually, otherwise they are divorce or men visit prostitutes. In most societies including societies in Southern Sudan, women are divorced. If they do not conceive or the man may marry a second wife. It is only the woman who is harassed for family to children not the man. It is assumed that men are all fertile.

Major cause of domestic violence, is involves male anger directed against- their women partners. This gender difference appears to be rooted in the way boys and men are socialized, biological factors do not seem to account for the dramatics differences in behaviour in this between men and women.

Some husbands become more violent during the wife's pregnancy, even kicking or hitting their wives in belly. These women run twice the risk of miscarriage and four times the risk of having a low birth-weight baby. Cross- cultural studies of wife abuse have found that nearly a fifth of peasant and small-scale societies are essentially free of family violence. The existence of such cultures proves that male against women is not the inevitable result of male biology or sexuality, but more a matter of how society views masculinity.

Social violence. Women do not play a role in decision making in the home, for instant Mandari culture, when a daughter is married; women are not allowed to mention any word during the talking between's relatives of the girl. Women are wholly blamed for elopement or even beaten by their husbands and elder sons by suspecting her to have conspired with the daughter who should have fetched a lot of wealth by marry a rich man. All this leads to institutionalization of women is inferior status, parents send their sons to school at the expense of their daughter young girls are forced in to marriage at an early age by the parent for the purpose of receiving a bride price. The payment of bride price leads men to regard their wives as their property. Some of government administrators, encourage girls to take concern that are traditionally seen suitable for girls such as home economics ,needle works ,religious education and health science, while boys an encourage to study hard professionals that to undermine women who have managed to reach position of authority in government .

Cause of social violence, most women are terrorized by husbands or other male partners who are violence as one of the tactics by which they control "their women. "Most of the literature on domestic violence is about controlling women in intimate relationship through use of violence. this is not, however the only form of violence between adult or adolescent partners in close relationships, and review will therefore cover "partner violence" in broad range of couple relationships, including the marital, cohabiting, and dating relationships of same gender and opposite gender couples.

Physical violence. This is also seen in Juba County among the indigenous. The motive behind wife beating is to maintain women in a dependent and submissive state. Physical violence against women may take various forms as explained below.

Physical beating which may lead to body injuries and deformity. Some women even die as a result of beating from their husbands, while they are treated as beast of burden. Women do a lot of work both at home and beyond without assistance from their husband and if they are beaten, they are weakened drastically.

The cause of physical violence in Juba County, women and girls are across lines of income, class and culture, are subject to physical, sexual and psychological abuse. Violence against women includes rape, genital mutilation and sexual; forced pregnancy, sterilization or abortion; forced used or non- use of contraceptives; crimes. Sexual trafficking; and dowry-related violence.

Abuse in some other way – most often by someone she knows, including her husband or another male family member. One woman in four has been abused during pregnancy.

Each year rape and domestic violence cost women in County the equivalent of $\frac{1}{4}$ of lost years of healthy life. Physical violence is nearly always accompanied by psychological abuse, which can be just as demeaning and degrading.

Many culture condone or least tolerant a certain amount of violence against women. Even women often view a certain amount of physical abuse as justified under certain conditions. As many women and girls are killed annually in so- called “honour” killings, many of them for the “dishonour” of having been raped.

CHAPTER FIVE

5.1 CONCLUSION

The major factors associated with the high level of gender discrimination in Juba County stem, family partners and politics in government cultural religious beliefs, which result in several forms of gender abuse.

This brings about obstacles to women participation in development process. For instances, family belief account for 50%, politics setting division of the role based on sex and gender discrimination and abuse.

In reference to the abuse the following experience.

Few government involve women in decision making .women interest are usually overshadowed by broader allegiances to class political movements.

Attitudinal obstacles

Politicians, intellectuals, education leader's development planners are resistant to women greater participation in economic and political life, owing to defined family belief of women. Many men assume that the role of women is child bearing and the women's place is at home, thus they should economically depend on men. This family division of right and responsibilities based on sex place women in an inferior position socially, economically, legally and politically.

It is for instances, assumed that only men support families rather than both men and women. This leads to the idea that a wife's income is supplemental to that of her husband and consequently, women's wages are generally lower than those of men.

The effects of Gender Abuse have been witnessed in many sectors of County Institutions with government and economic other like political and in administration.

Due to various problems brought about by gender discrimination, several measures have been put in place by government and non government organization in an attempt to eradicate gender disparity as seen in from various government in literature review chapter two, but full success has not been made are realized. This makes gender discrimination and gender equality in Juba County and Southern Sudan at large, greater challenges that calls for the individual/ governments and non government organizations to address it, if sustainable development is to be achieved.

5.2 Recommendation

The existence of gender abuse that led to the various forms of gender discrimination and the segregation has lasting effects on the people's cooperation and contribution to the improvement of standard of living in all societies. This is a threat to development in the County. Therefore, there is a need for urgent to eradicate gender discrimination in all government institutions and in the society. This can be done through the following.

Government must take the fundamental decisions to move ahead on gender equality. Legal changes are a matter for sovereign decision; also, in many developing countries civil society is relatively small and powerless. Governments are also major employers, and their rules and practices have a powerful influence on social change. Governments are the major suppliers of services such as health and education, and policy in these areas will determine the pace of change.

Parliamentarians are the interface between people and governments, though non-governmental organizations are playing a growing part in defining and promoting gender equality and equity. Parliamentarians are often the channel through which responses to policy, and news of changing needs and practices, reach governments.

Social change cannot be brought about merely through legislation; it must be encouraged by leadership and example. It can also be encouraged by international action to put in to effect the agreements reached in legally binding instruments such as the Convention on the Elimination of All Forms of Discrimination against Women and the morally binding consensus of international discussions such as the ICFD. Major initiatives such as the global campaign for girls' education have been launched to re-energize the discussion and mobilize the promised support.

5.2.1 Public Awareness and Sensitization of Gender Problem

The law should be regarding the rights of women are very essential at family, community and society levels. Families must be made aware of situations that promote violence against women and how to avoid them. All officials should be geared at promoting family values of love, always tolerance, peace honesty, fidelity, justice and compassion. Justice and peace, communication and harmony should co- exist in the family in all communities of Southern Sudan.

5.2.2 Strengthening Gender Equality and Promoting Women in Participation in Government.

The Governments or NGOs to achieve impacts that are equitable by beneficial for both men and women, sex disaggregated information beneficiary groups, needs and projects impact should be assessed during the project planning process. From this perspective integration of gender perspective into ex-ante evaluation should be strengthened and studied and research relating to analysis of women's social and economic roles and situations should be implemented as the need arises. Government and the actors should promote participation decision making of both men and women.

5.2.3 Providing Assistance to Policies and Instituting that Promote Gender Equality.

Governments, NGOs and the International Community should reinforce the efforts of the developing countries towards realizing international commitments to achieve empowerment of women and gender equity as stated in the Beijing declaration and platform action and the convention on the elimination of the forms of discrimination against women CEDAW. International and national countries should assist with the formulation of national policy on the advancement of women national machinery must be strengthened institutionally by establishing a legal and perspective, upgrading gender statistics, raising gender awareness among government officials through gender training and developing and strengthening research centers. Donor countries are called upon to support these priorities, and have agreed to do so. But donors in the 1990s have not met even half of the agreed resource targets in the area of population and reproductive health; international assistance for education and women's empowerment is also woefully inadequate. The shortage of funding to help countries advance gender equality harms the interests of women and men, their countries and the global future.

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