The role of gender sensitive programs in women empowerment in Somalia Case study (USADF training and placement program in Mogadishu)

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ABSTRACT

Women empowerment is a multi-dimensional nature of power suggest that empowerment strategies for women must build on 'the power within' as a necessary adjunct to improving their ability to control resources, to determine agendas and make decisions. Though the Garowe II Principles agreed in February 2012 stipulated that women will get a minimum 30% representation in Federal Parliament, they only secured 38 out of 275 (14%). Somali women lack equal participation and representation both in politics and private sector despite the fact of transforming gender role in Somali where more women become household heads and making up over 60% of the country. In addition, Somali is one of the countries with the highest level of Gender inequality and it is ranked fourth with the Gender Inequality Index of 0.776. To respond to these challenges there have been international and local efforts made for country's gender empowerment and among the gender sensitive programs activities included; offering technical advice and capacity building support to the government and civil societies in the review of existing gender policies and legislation, building up the organizational capacity of women's groups and networks to mobilize and advocate for gender equality across the public and private sectors, improving skills of key stakeholders such as traditional and religious leaders to promote gender equality and women empowerment. More specifically, in 2011, US African Development Foundation (USADF) has established a gender sensitive program in Somalia with the primary goal of improving the standard of living June 2013 through addressing a youth job and enterprise placement program preceded by on-the-job training. But there was knowledge gap about the role of gender sensitive programs on women empowerment and gender inequality in Somalia. This study therefore aimed to bridge this knowledge gap by investigating the role of gender sensitive programs on gender empowerment in Somalia and more specially, the objective of this study is to investigate the role of gender sensitive programs on women empowerment in Somalia case study USADF training and placement program.

Introduction

The researcher chose a descriptive research methodology and designed a questionnaire survey instrument and assessed the perceptions of selected USADF training and placement program beneficiaries regarding how capacity building affects women empowerment, establish how awareness creation affects on women empowerment and find out how networking affects women empowerment. Moreover, the research findings of the analysis of the regression coefficients indicated there was positive and significant effect of capacity building in women empowerment. Similarly, correction analysis indicated that a positive relationship exists between capacity building and women empowerment. On other hand, there is strong positive between awareness creation (independent variable) and women empowerment (Dependent variable) as findings proofed through the spearman's rank coefficient correlation. As indicated the findings, there is also strong positive and significant role of networking in women empowerment. The findings stated the existence the positive and significant effect networking on women empowerment.

Somali which gained its independence in 1960 situated in Horn of Africa, bordered by Djibouti to the northwest, Ethiopia to the west Kenya to the south, the Gulf of Aden to the north and the Indian Ocean to the east. (Shiil, 2015) The last population survey by UNFPA showed 12.3 million (Osotimehin, 2014). After more than two decades of civil conflict, Somalia is currently at a "turning point" in terms of positive political and security developments as well as the commitment of the international community for a sustainable resolution of the protracted crisis in the country. (Negatu, 2013) However, due to the two-decade conflict, Somalia has some of the worst human development indicators in Africa according to the World Bank report country.

The discussion of women empowerment was well noticed in 1980s after it became the language of mainstream development and themes globally. (Luttrell, 2009). There is diversity among conceptual definitions of empowerment but most current definitions of empowerment in the development literature draw upon Amartya Sen's articulation of "Development as Freedom" (1999) where development is about expanding people's choices. On other hand, Bennett (2002) defines empowerment as "the enhancement of assets and capabilities of diverse individuals and groups to engage, influence and hold accountable the institutions which affect

them." Again Sen (1993) defines empowerment as "altering relations of power…which constrain women's options and autonomy and adversely affect health and well-being." Yet Pages defined empowerment as a multi-dimensional social process that empowers the human being to gain control over their own lives, their communities and society through undertaking the issues they see as important. (Nanette, 1999) For Batliwala (1994) empowerment is "how much influence people have over external actions that matter to their welfare." Kabeer (2001) defines it as "the expansion in people's ability to make strategic life choices in a context where this ability was previously denied to them." (Desai, 2010/14) After recognizing the existing of varied definition of empowerment in current literature, the common central understanding for purpose of this proposal is that empowerment is related to both a process and an outcome.

On the other hand, if we look at how empowerment is defined when it comes to women issues, it has also different definitions among modern literature. From the point of feminist women movements, empowerment does not relate about changing one form of empowerment with another but should bring about real liberation of men from unrealistic think about women roles in the society. "Women' empowerment should lead to the liberation of men from false value systems and ideologies of oppression. It should lead to a situation where each one can become a whole being regardless of gender, and use their fullest potential to construct a more humane society for all" (ZoÎ Oxaal, 1997). However, though there is no one right definition of women empowerment, the general conceptual consensus in development prospective women empowerment is defined 'The multi-dimensional nature of power suggests that empowerment strategies for women must build on 'the power within' as a necessary adjunct to improving their ability to control resources, to determine agendas and make decisions. (Rahman, 2013)

The empowerment is concerned with the sharing opportunity to access and control over resources through having representation and voices while removing or reducing the unequal power relations in the society. (WorldBank, 2006) Therefore, women empowerment has been one of the of goal of development work based on agreed principle of the respect of human rights and those of women in particular to political participation, education, socio-economic status, legal rights among others. (Mazrui, 2014)

According to Clinton foundation, about half a billion women or more in developing countries are facing unacceptable living conditions including very low income, lack of health care, insecurity and exclusion from decision-making participation. (Holzner, 2010). But women in African content have unique once apart from above mentioned challenges ranging from military conflict and political instability to poverty, economic uncertainty and gender inequality. (Mazrui, 2014). The fact that Africa men control the politics and decision making led to influence other aspects of life according to Mazrui. Hence men's preservation of politics and economics may generate gender disparities in social participation, economic, decision-making, leadership and political.

In sub-Sahara Africa, a woman faces a 1 in 31 chance of dying from complications due to pregnancy or childbirth, while in the developed regions the risk is 1 in 4,300 (World Bank 2011 (Desai, 2010/14). Despite all these challenges there are beliefs that empowerment directly translate into national development particularly those in agriculture.

Researches indicate total agricultural outputs in Africa could increase by up to 20% if women's access to agricultural inputs was equal to men's. (Pettit J. , 2012) In addition to that if empowered women, it will increase to information, political processes and legal systems which can reduce corruption and promote accountability and transparency. (Jacobson, Mutono, Nielsen, Leary, & Rop, 2012)

Somali is a patriarchal society in which its social roles are defined by the culture and traditions that privileges men more than women. In the cultural practices men are usually the household heads while women are supposed to manage the finances of family expenditure and take care of the children. (Gardner, 2007) Since domestic work and child bearing is not accounted for in monetary terms, it is the men that are regarded as to be working person as they work outside and are considered as breadwinner of the family. The Somali gender roles are men to work outside the home and women to care for children. However, due to the changing needs, there has been transformation of gender roles where women are becoming household heads. (Blondet, 2004)

Despite the Garowe II Principles agreed in February 2012 by Somali political leaders stipulated that women will secure a minimum 30% representation in the New Federal Parliament but only get 38 out of 275 (14%) of clan based the current Federal Parliament of Somalia inaugurated in 2012. (Gender Division, 2013) Compare to regional state, the 14% of women in parliament of the Federal Government of Somalia is appreciated as women's political participation in the regions is even worse. For instance, in Puntland there are only 2 women of 66 (3%) MPs sitting in legislature where in Somaliland; only 2 of 82 (2%) MPs are women. (Shidane, 2012) However, Somali women have been pursuing equality before even its independence in 1960 and actively participated liberation straggles against the British and Italians colony in 40s and 50s through starting women's movement. (Abdi, 2013)

Women lack equal participation and representation both in politics and private sector despite the fact of transforming gender role in Somali where more women are becoming household heads and making up over 60% of the country. Among the challenges that women face included cultural barriers to representation and leadership in the private sector. (Nwogu, 2014). On other hand, Somali is one of the countries with the highest level of Gender inequality. It is ranked fourth with the Gender Inequality Index of 0.776. (UND-Somalia, 2013) The adult literacy rate for women is 26% compared to the 36% of men. This reveals that women in Somalia are much more disadvantaged than men. (Blondet, 2004)

To respond to these challenges there have been international and local efforts made for country's gender empowerment. Among the gender sensitive programs activities included; offering technical advice and capacity building support to the government and civil societies in the review of existing gender policies and legislation, building up the organizational capacity of women's groups and networks to mobilize and advocate for gender equality across the public and private sectors, improving skills of key stakeholders such as traditional and religious leaders to promote gender equality and women empowerment. (UNDP, 2013). However, despite all these efforts made, gender inequality in Somali remains very high at 0.776 according to Gender Inequality Index. (UND-Somalia, 2013)

Subsequently, in 2011the Board of the US African Development Foundation (USADF) proposed establishing a gender sensitive program in Somalia with the primary goal of

improving the standard of living of each 2,500 participants of whom 46% are female as of June 2013 through addressing a youth job and enterprise placement program preceded by on-the-job training. (Verkhovsky, 2014) This has created knowledge gap about the role of gender sensitive programs on women empowerment and gender inequality in Somalia. The study therefore aims to bridge this knowledge gap by investigating the role of gender sensitive programs on gender empowerment in Somalia.

The case study of reach was 2 NGOs out 5 USADF grantees in Mogadishu who trained and placed participants of gender sensitive program. The respondents were selected from the three vocational skills trained business entrepreneurship, beauty salon and tailoring with gender consideration.

The level of women's access to economic, political and decision making participation is rather low and therefore the women are not as empowered as their male counterparts due to Somali's patriarchal society in which its social roles are defined by the culture and traditions that privileges men who enjoy the most which bring that women are mostly disempowered. (Gardner, 2007) Despite the Garowe II Principles agreed in February 2012 stipulated that women will secure a minimum 30% representation in the New Federal Parliament, women only got 38 out of 275 (14%) of clan based the current Federal Parliament of Somalia inaugurated in 2012. (Gender Division, 2013) In regions, women political participation is even worse; Puntland, for example, there are only 2 women of 66 MPs sitting in legislature where in Somaliland; only 2 of 82 MPs are women. (Shidane, 2012) However, Somali women have been pursuing equality before even its independence in 1960 and actively participated liberation straggles against the British and Italians colony in 40s and 50s through starting women's movement. (Abdi, 2013)

According to UNDP country report 2012, there are local and external efforts to empowerment women in Somali through workshops, consultation and advocacy forums on gender mainstreaming in federal government of Somalia in each of Somalia's regions to promote women's political participation. However, Somali is one of the countries with the highest level of Gender inequality. It is ranked fourth with the Gender Inequality Index of 0.776. (UND-Somalia, 2013). Women lack equal participation and representation both in politics and private sector despite the fact of transforming gender role in Somali where more women become household heads and making up over 60% of the country. (Nwogu, 2014). It is for this reason that making this research not only important but also urgent matter in order to help formulating better women empowerment program in Somalia. Knowing no human development is possible where there such hig Gender Ineqaulity Index with 0.776, it is neccesary to take action by firstly identifying the exisit gaps and best way to adrress them. This is the gap that this research is going to fill.

Research Objective

To determine role of capacity building in women empowerment in Somalia

To establish the role of awareness creation affects women empowerment in Somalia

To establish the role of networking in women empowerment in Somalia

Literature Review
Theoretical Review

By definition according to   A Sueyoshi - 2010, the theoretical framework is the structure that can hold or support a theory of a research study which introduces and describes the theory that explains why the research problem under study exists. (Sueyoshi, 2010). Thus, the theoretical review is used to help better understanding the theories of research while also supporting to create a hypothetical construct of both knowledge and acceptance of the theories that we are studying by proposing a way of thinking about the term of ward "Empowerment". (Gender Division, 2013) During literature review, the researcher analyzed two theories of empowerment; capacity building, awareness raising and networking.

Capacity Building Theory

Capacity development or building has diverse definition but there are popular once that was mentioned here. "The process through which individuals, organizations, and societies obtain, strengthen, and maintain the capabilities to set and achieve their own development objectives over time" (Gender Division, 2013) Capacity building is a conceptual approach to development that focuses on understanding the obstacles that inhibit people, governments, international organizations and non-governmental organizations from realizing their development goals and increasing knowledge, output rate, management, skills, and other capabilities of concerned parties. (Freeman, 2010). However, later the philosophy has taken new dimension. In 1990s to present, Capacity Building became a concept for linking the other approaches such as supporting the individual capacities to institutional and systemic level sustainable development though a comprehensive endogenous approach where individuals, institutions, and systemic context, including general economic, social and political conditions are targeted. (Ozaki, 2007)

Furthermore, according to World Bank 2010, capacity building takes different forms but can be basically understood as 'the ability of people, organizations and society as a whole to manage their affairs successfully' and in organizationally, it is as 'the capability of an organization to achieve effectively what it sets out to do'. Hence this showed that the capacity of an individual, an organization or a society is not static but changes over time due the both internal and external influences. The World Bank report added that though many of these changes are unplanned, capacity development can be seen as a more deliberate process whereby people, organizations or society as a whole create, strengthen and maintain capacity over time and it involves in changes in relationships between different actors and involves shifts in power and identity; and it is both uncertain and, to a degree, unpredictable. It also mentioned that capacity building is a complex human process based on values, emotions and beliefs. (World-Bank, 2010) However, though capacity building subject which is important for the process of human development. There is criticism of how can be measured not only how capacity building programs are being implemented but also how to get some understanding of its definition. (Selma, 2011)

Social Cognitive Theory

The social Cognitive Theory was developed by Albert Bandura proposes that people are driven not by inner forces, but by external factors. His model suggests that human functioning can be explained by interaction of behavior, personal and environmental factors. He developed a model that known as social cognitive theory that interlinks how external factors influence the awareness of the human being.
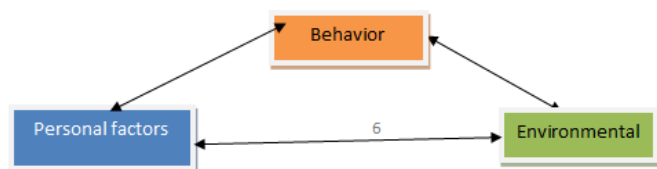
Figure 1.2. Social Cognitive Theory Model. (Bandura, 2011).

So that Bandura suggested that these factors continue to influence each other. He added that environmental factors represent situational influences and environment in which behavior is performed while personal factors include instincts, drives, traits, and other individual motivational forces. According to him these variables may also intervene in the process of behavior change. However if we try to link this theory to our subject of gender sensitive on women empowerment in Somalia particularly the objective of awareness raising, we can understand that creating once awareness may enhance individuals self-efficacy which translates into a judgment of one's ability to perform the behavior. In addition to that awareness of an individual can be raised through training or providing an opportunity to observe others within the context of social interactions, experiences, and outside media influences. (Bandura, 2011)

On other hand awareness rising is the state of being aware; having knowledge and being consciousness about matters that are important for you to be aware. As every person including marginalized groups have the right to know any information that matters their life and participate in all areas of public and private life according to universal declaration of human rights. He conceptualized that awareness creation is generally related or seen as "an understanding of the activities of others, which provides a context for your own activity and it involves knowing who is 'around', what activities are occurring, who is talking with whom; it provides a view of one another in the daily work environments. (Riemer, 2006)

In addition to this, there is other theory concerning awareness raising known as planned behavior which believes that behavior is dependent on one's intention to perform the behavior. According World Bank 2005, purpose is determined by one's attitude and subjective norms. It said that behavior is also determined by an individual's perceived behavioral control, defined as an individual's perceptions of their ability or feelings of self-efficacy to perform behavior. World Bank 2005 report suggest that such relationship is typically dependent on the type of relationship and the nature of the situation. (World-bank, 2005)

If we examine the applicability of Social Cognitive Theory (SCT) to the role of gender sensitive programs on women empowerment, we can understand that it reduces uncertainty in all interaction as each person's action "is determined by his assumption of the action of the others. This is because in face-to-face interaction and via class room training, attaching companies' on-job-training and placing jobs or facilitating self-employment individuals shape their interaction and interpretation of the actions of others in the context of their prior experience with a similar context. Hence these interactions created awareness of an individual for what others are doing and reduce uncertainty of once' ability. (Riemer, 2006)

Social Cognitive theory (SCT) is applied in many different areas in the modern world such as mass media, public health, education, and marketing.

She added that choosing the proper gender, age, and ethnicity for models ensured the success of an AIDs campaign to inner city teenagers. This occurred because participants could identify with a recognizable peer, have a greater sense of self-efficacy, and then imitate the actions in order to learn the proper preventions and actions for a more informative AIDS aware community for example. (Bandura, 2011)
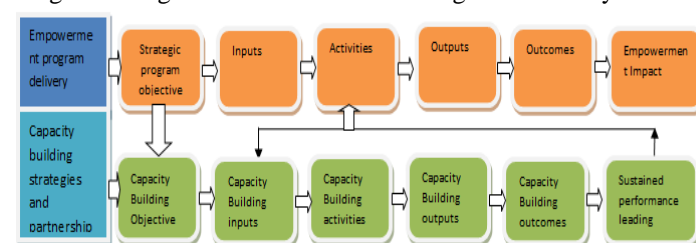
Conceptual framework
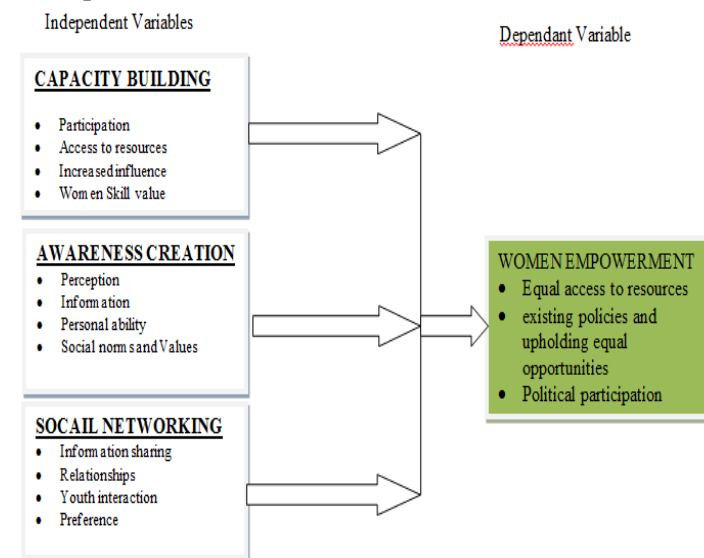
The Capacity Building Framework is about a reflection of interrelated and reinforcing set of capacity building/development activities that address both individual and organizational levels of capacity. Examining his literature review through the lens of this framework, the researcher was able to analysis his data, reach solid conclusions and draw logical and actionable recommendation (Eric, 2012). On other hand to empower people takes series steps from developing strategic program capacity building objectives to sustaining performance. Adding that between these two points, there are a lot of work like preparing inputs, activities, outputs and outcomes to be done to achieve last one which leads to impact. (Eric, 2012)

Logical Framework: Capacity Building for Empowerment Programs Progress toward a transition to greater country

Figure 2.2. PEPFAR II Capacity Building Framework (Eric, 2012).

Awarness Creation

Concept of "Awareness Creation" has had widespread study in many disciplines such as psychology, philosophy and economics so that it cannot be covered in this research paper. (Fortnow, 2010) However, I focus on women empowerment instead. Awareness creation raises the individuals' confidence that they can perform response and help ensure they can avert the threat. It is also involving in raising the awareness of both individual and group capability to act in such a way as to take control of their life by realizing their fundamental purposes and changing circumstances and to escape from disadvantaged

positions. (Timmerman, 2010).   Awareness raising helps people know new things and information which facilities to change their positions and take new decision based on knowledge received according to theories of behavior change.
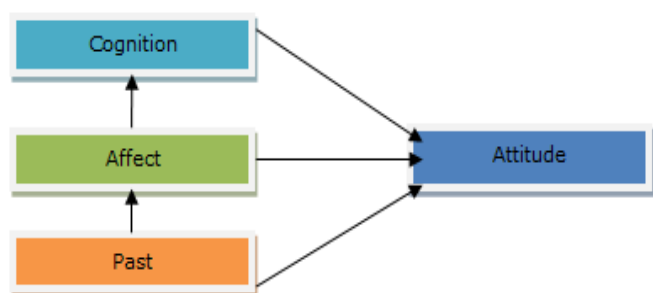
Figure 3.2. Zanna and Rempel's Conceptualization of Attitudes (World-bank, 2005).

Awareness creation that is focusing on relevant matters can motivate people to seek new information and if it is channeled in the appropriate way might trigger individuals to change how they think and make right decisions. (World-bank, 2005). Creating once awareness may enhance individuals' self-efficacy which translates into a judgment of one's ability to perform the behavior according to Bandura 2011. Provision of training and opportunities to observe others within the context of social interactions and experiences can raise the awareness of an individual and these strategies facilitate a state of being consciousness about matters that are important for you to be aware. (Bandura, 2011)

In addition, Kai and Riemer, 2006 conceptualized that awareness creation is generally related or seen as "an understanding of the activities of others, which provides a context for your own activity and it involves knowing who is 'around', what activities are occurring, who is talking with whom; it provides a view of one another in the daily work environments. (Riemer, 2006).

Netwokring

From interpersonal communication perspective, networking means the interdependence between two or more people (Halac, 2013). To Halac networking start when people are linked in some ways, for example, moral, economic, social, emotional, geographic, or cultural. He added that the value of the relationship is low when people start networking but increases over time as they accumulate relationship capital. Usually people benefit networking through the relationship with other people such as their friends, family or work colleagues according to Atkinson 2005. These are all elements of social capital that may come different ways like by borrowing money, getting advice, learning of opportunities for work which can affect the ability to cope with problems and succeed in personal lives. (Atkinson, 2005).

On other hand, networking does relate what somebody you know knows and you take the advantage of someone's networking according to Andrew Report 2015 (This is the basis for understanding the importance of networking as a strategy for career development and exploration. It says that a personal network is that group of people he/she interacts every day such as family, friends, parents of friends, friends of friends, neighbors, teachers, bosses, and co-workers and then networking occurs every time he participates a meeting for any business. (Andrew, 2015) Additionally, networking means building and developing mutually beneficial relationships while using existing skills in focused way and following up your contacts. (O'Brien, 2010). The following figure demonstrates how to map the networks.

Identifying your current network using a network map
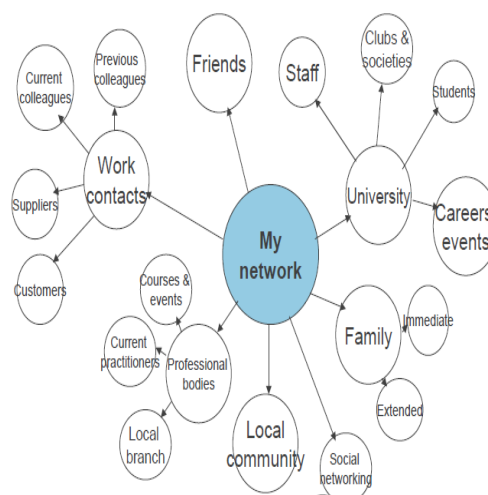
Figure 4.2. Ellen O'Brien's Mapping Networking (O'Brien, 2010).

Measurement of Women empowerment

There is concept diversity about the concept and definition of women's empowerment among literature but it is agreed that the movement toward gender equality is a modern phenomenon that continues to develop around the world which result adapting international treaties after World War II. (Kabeer, 2011). However, among recent and empirical literature defined women empowerment as "the expansion in people's ability to make strategic life choices in a context where this ability was previously denied to them." (Desai, 2010/14)

For measure women empowerment, there are no standardized indicators and as result different agencies use different indicators to assess the status of women, evaluate interventions, and assess policy options for development through the existing indicators for that particular context and an analysis of their efficiency can help streamline efforts to assess women's empowerment. (Kabeer, 2011). Therefore, this study employed a context based women empowerment indicators of equal access to resources, participation in public life and existing policies for equal opportunities which also compatible with those recognized in the sustained development goals. (Ullah, 2015)

Research Methodology

The study was qualitative research hence non-probability sampling was used for selecting the population to study in order to depict the participants in an accurate way by describing people who take part in the study through either Survey, observational or Case study. (Rajasekar, 2006). The methodology of this study employed a descriptive research design.   The researcher chose a descriptive research methodology and designed a questionnaire survey instrument to assess the perceptions of selected USADF training and placement program beneficiaries regarding how capacity building affects women empowerment, establish how awareness creation affects on women empowerment and find out how networking affects women empowerment. In addition, the research utilized quantitative and qualitative content analysis in order to examine the role of gender sensitive programs on women empowerment in Somalia and present recommendations for future actions including further researched possible existing knowledge gap.

The research target population is the whole set of units for which the survey data are to be used to make inferences and it defines those units for which the findings of the survey are

meant to generalize. (Rajasekar, 2006). The target population of this study was the USADF gender sensitive program beneficiaries in Mogadishu in 2013 who participated all phases of the program from class training, field instruction/on-job training to job placement or business startup. The total target populations are 135 who participated gender sensitive program funded by USADF in 2013.

Findings

Descriptive Analysis

Capacity building and its role in women empowerment in Somalia

The research sought to find out the role of capacity building in women empowerment in Somalia and the findings suggest that there is capacity building has a role in women empowerment in Somalia. This is because 96% of the respondents agreed that after the capacity injection, there has been an increase of their livelihoods while 4% disagreed. Most interestingly, more than 64% out of the 96% strongly agreed the hypothesis. As indicated below tables, the mean respondents are 1.39 while std. Deviation is 0.568 too which together confirm the data authenticity. This is because in data coding, one stands with strongly agree and the mean of the respondents is 1.39.

On other hand, this implies that beneficiaries of gender sensitive program considered that the intervention of this program has positive role in women empowerment. It is also agreeing with the writings of Ozaki and NagaiI 2007 who said that capacity building is a concept for supporting the individual capacities to institutional and systemic level sustainable development though a comprehensive endogenous approach where individuals, institutions, and systemic context, including general economic, social and political conditions are targeted. (Ozaki, 2007).

Table 4.6 Capacity Building 1.

	Frequency	Percent
Strongly agree	64	64.6
Agree	31	31.3
Disagree	4	4.0
Total	99	100.0

4.0.1.1 Participation of Women in Decision Making

The research has gone to down to study whether the gender sensitive program as form of capacity building has played role in increase women' participation in decision making. Tables 4.6 below summarises the findings. From the findings, majority (90%) of the respondents as evidenced by the mean of 1.58 and std. Deviation is 0.656. indicated that the confirmed women participants of the gender sensitive program have now better access to and control over their resources.

Furthermore, the study also found that capacity building intervention of gender sensitive program has modified the household decision making structure to better address the needs of women. While answering the follow up questions of if the gender sensitive program has modified household decision making structure to the address the needs of women, the majority of the respondents (77%) evidenced by the mean of 1.94 and std. Deviation is 1.008 who either strongly agreed or agreed confirmed this hypothesis. Moreover, the mean of 1.94 std. Deviation of 1.008 confirms the high degree of result reliability.

The findings also revealed that the majority (91%) of respondents believed that the participation of women in decision making is important for family development as confirmed by mean of 1.69 with together with std. Deviation of 0.791. The participants' perception towards the value of participation of women in decision making for family

development and prosperity agrees with the UNDP Gender Division policy documents of 2013 which stated that capacity building helps people or institutions to understanding the obstacles that inhibit them from realizing their development goals and increasing knowledge, output rate, management, skills, and other capabilities of concerned parties. (Gender Division, 2013)

The result is in line with the research assumption as 91% are equality either strongly agreeing or agree and its authenticity enjoys high degree as the mean is between 1 to 2 of 1.96 knowing that in data coding 1 stands for strongly agree while 2 stands for agree. So having the mean of 1.69 with together with std. deviation of 0.791 implies how results are reliable.

Furthermore, there are findings which still confirm how program enhanced women community regarding capacity to express goals and negotiate. Majority (85.8%) of the participants indicated that networking created by the action has increased ability for women to negotiate some challenges around traditional norms that hinder women in decision making as proofed the respondents mean of 1.67 and std. Deviation of 0.906.

Table 4.7. Level of agreement of the statement of women's participation in dicision making 2.

Participation of Women in Decision Making	Mean	Std. Deviation
Participating women have now better access to and control over their resources	1.58	.656
The household decision making structure have been modified in order to better address the needs of women.	1.94	1.008
Participation of women in decision making is important for family development	1.69	0.791
Networking has gave women an ability to negotiate some challenges around traditional norms that hinder women in decision making increased	1.67	0.906

Enhancement of women social statues

The study deeply investigated how gender sensitive program as form of capacity building enhance the social status of women by asking several follow questions. The table 4.7 below demonstrates the result of the study.

From the findings, the majority (86%) of the respondents as evidenced by the mean of 1.66 and std. Deviation is 0.847 stated that the compared to the period before the project, the influence of program participating women regarding decisions of the community has increased. Study, however did not indicate the exact increase which implies the existing of information gab yet. Furthermore, the study also revealed an important finding which supports the increased influence of women for the community as result of the gender sensitive program through capacity building. The respondents (95%) stated that provided capacity building efforts enhanced the social status for female beneficiaries as proofed by the mean of 1.52 and std. Deviation of 0.645.

Similarly, when respondents were asked whether female participants gained from the training a capacity to express their goals, the majority (90%) indicated that ability to articulate women's positions has improved. This result was evidenced by the mean result of 1.62 together with the std. Deviation of 0.681. In addition, the finding goes to state that 82.9% of the respondents confirmed that compared to the before capacity building, women's ability to present their thoughts and also criticize the decision in which they do not satisfy has increased.

The authenticity of this result is very high as confirmed the meal of 1.82 and std. Deviation of 0.983. To that end, the findings indicated that improved women influence to social issues as the majority (88.9%) of the respondents confirmed this fact with the mean of 1.74 and std. Deviation of 0.76 proofed.

Again when the study examined whether increased women's influence effected gender based violence, the findings reported that the majority (74.7%) of the respondents indicated that there is decrease of gender violence among project beneficiaries. This finding was confirmed by the mean of 1.85 and std. Deviation of 0.901. This implies the relationship between increased influence and gender based violence which can have an effect to one another.

Table 4.8. Level of agreement to statement for increased women's socail status 3.

Enhancement of women social statues	Mean	Std. Deviation
Compared to the period before the project women's influence of decisions of the community has increased	1.66	.847
Provided capacity building efforts enhanced the social status for female beneficiaries	1.52	.645
Female participants gained capacity to express their goals	1.62	.681
Compared to before the project women's ability to present their thought and also criticize the decision they you have not satisfy with has increased	1.82	.983
Gender sensitive program improved women influence to social issues	1.74	0.76
There is decrease of gender based violence among project beneficiaries.	1.85	.901

The mean of average of the level of agreement to statement for increased women's socail status 10.21/6= 1.70 while the std. Deviation is 4.82/6= 08.03. This mean average which is between 1 and 2 indicates that most of the research respondents selected either strongly agree or agree from the possible study questions of strongly disagree, disagree and do not know.

Therefore, to that end, the finding indicated that capacity building has a role in women empowerment in Somalia which again coincide with the views of Ozaki and NagaiI 2007 that capacity building supports the individual capacities to sustainable development though a comprehensive endogenous approach where individuals' general economic, social and political conditions are targeted. (Ozaki, 2007).

Awareness creation and its role in women empowerment in Somalia

The role of awareness creation in women empowerment in Somalia was one of the three research objectives that it sought to investigate. The study findings indicated that there awareness created has a role in women empowerment in Somalia. To that end, findings stated a great number of the respondents (89.9%) indicated that provided awareness creation efforts contributed changing negative perception of male to women regarding social roles as proofed by the mean of 1.62 and std. Deviation of 0.854.

The findings agree the views of Timmenam 2010 who indicated that awareness creation raises the individuals' confidence that they can perform response and help ensure they can avert the threat. It is also involving in raising the awareness of both individual and group capability to act in such a way as to take control of their life by realizing their fundamental purposes and changing circumstances and to escape from disadvantaged positions. (Timmerman, 2010).

Table 4.9. Awareness Creation4.

	Frequency	Percent
Strongly agree	39	39.4
Agree	50	50.5
Disagree	7	7.1
Strongly disagree	2	2.0
Do not know	1	1.0
Total	99	100.0

Understanding Gender Social Roles

The research has deeply investigated the level of understanding of social roles by the gender sensitive program participants. The findings stated that majority (76.8%) of the respondent either strongly agree or agreed that family members including elders of the participating women got better understanding of gender roles as proofed by the mean of 2.05 and std. Deviation of 1.02 whilst 17.3% did not agree with and 2% remained silence. Regarding male perception of whether activities are divided along with gender prospective, the findings indicated that majority (51.5%) of the respondents stated that men think that women not should be assigned specific activities than men. This finding was proofed the mean of 2.77 and std. Deviation of 2.12. However, as mean of 2.77 indicated there is great number (43.5%) of respondents that women should undertake specific activities not similar with those of men.

Furthermore, when combined the perceptions of both gender towards where each gender is assigned separate task, the finding indicated that majority of the respondents (85.9%) stated that men and women should perform same activities as the mean of 1.80 and std. Deviation of 1.04 confirmed. The std. Deviation of 1.04 is very high researcher believed that this is due to question 21 of questionnaire was not answered by a respondent. On other hand, the finding indicated that majority (98%) of the respondents that activities they are engaging in have positive effects on your family and community relationships as the following mean of 1.51 and std. Deviation 1.09. This finding may imply that both family and community levels, women can get recognition through gender sensitive engagement.

Table 4.10. Level of agreement to the Understanding Gender Social Roles5.

Understanding Gender Social Roles	Mean	Std. Deviation
Family members including elders of the participating women got better understanding of gender roles.	2.05	1.02
Men think that women not should be assigned specific activities than men.	2.77	2.12
Men and women should perform same activities	1.80	1.04
Participants' activities have positive effects on their family and community relationships	1.51	1.09

The mean of average of the Level of agreement to the perception for women economic contribution 8.13/5= 2.03 while the std. Deviation is 5.27/4= 1.31. This mean average which is between 1 and 2 indicates that most of the research respondents selected either strongly agree or agree while answering the level of Understanding Gender Roles from the other possible study questions of strongly disagree, disagree and do not know.

Women economic contribution

The research was also inquisitive to investigate respondents' perception towards women's economic contribution of the studied gender sensitive program. Tables: 4.5 below shows the findings.

To that end, the majority (82.2%) of the respondents indicated that female controlled income is more wisely used in family than their male counterparty as evidenced by the mean of 1.79 and std. Deviation is 0.799. however; there are about 17% of the respondents, who did hold that percept.

Furthermore, all the respondents (100%) indicated that participating women can now better contribute family livelihoods as proofed by the mean of 1.13 and std. Deviation of 0.480. On other hand, there are other three statements in the study that are supporting this result. First, majority (91.9%) of the respondent also stated that the networking mechanisms established by the program seem to bring greater economic independence for women as revealed by the mean of 1.60 and std. Deviation of 0.794. and second, sixth three percent (63) of the respondents indicated that among female participants' families there is recognition of women family support as proofed the mean of 1.49 and std. Deviation of 0.691 and third a great number of the respondents (86.9%) indicated that participants send more girls to schools than before the gender sensitive program intervention as evidenced by the mean of 1.66 and std. Deviation of 0.928 in which as stated in the beginning of the chapter four, the mean of 1 value stands for strongly agree and mean of 2 stands for agree. Hence the mean between 1 and 2 represent number of respondents that either selected strongly agree or agree from the study questions. So that both mean of 1 and 2 indicate that respondents accept as true the statement of the study question answered.

Table 4.11. Level of agreement to the perception for women economic contribution6.

Women Economic Contribution	Mean	Std. Deviation
Female controlled income is more wisely used in family than their male counterparty	1.79	0.799
participating women can now better contribute family livelihoods	1.13	0.480
Networking mechanisms established by the program seem to bring greater economic independence for women	1.60	0.794
Among female participants' families there is recognition of women family support.	1.49	0.691
Participants send more girls to schools than before	1.66	.928

The mean of average of the Level of agreement to the perception for women economic contribution 7.67/5= 1.5 while the std. Deviation is 3.7/5= 0.74. This mean average which is between 1 and 2 indicates that most of the research respondents selected either strongly agree or agree from the possible study questions of strongly disagree, disagree and do not know.

Compatibility of Somali Existing Norms and Women Empowerment

The research sought to determine how existing Somali social norms have a room for women empowerment. The findings revealed that majority of the respondents (71.8%) indicated that there is compatibility of the women empowerment with Somali social norms and values. This findings was confirmed the mean of 1.99 and std. Deviation of 0.931. However, there are 28% of the respondents who did not agree with this group. The later respondents hold that the community social norms and values did no accommodate women empowerment

The findings, however, confirmed that there are some challenges in Somali cultural norms and values that encourage violation against women as majority of (56.6%) of the respondent indicated with the mean of 2.45 and std.

Deviation of 1.223. This finding represented one of the highest mean and std. Deviation values in the research findings which indicated how respondents were not in agreement of its statement.

Yet other follow up question regarding women's challenges of the social norms was asked by the study participants. The was intended to investigate whether there are social norms that effected female participants to complete the gender sensitive program course and the findings indicated that majority (61.7%) of the respondents confirmed the existence of such norms that threaten women to complete the course as proofed the mean of 2.27 together with std. Deviation of 1.04. on other hand, there are 34.4% of the respondents who did not agree with first findings and hold there is nothing community social norms and values did effected participant's women to complete the course while 4% remained silence.

Another widely divided statement was whether Somali existing cultural norms and values supports rights of women in Somalia. The findings related to this statement indicated that majority (55.5%) stated that Somali cultural norms and values support rights of women as evidenced the mean of 2.22 and std. Deviation of 1.04. Nevertheless, 44.4% of the respondents did not agree with above stated majority that Somali cultural norms and values support rights of women. On other hand, the research found that most of the respondents (71.8%) stated that the gender sensitive program has the same positive effect on women and men as proofed the following mean of 2.13 and std. Deviation of 1.01.

When reading together the perception of this 44.4% respondents who hold that Somali cultural norms and values did not support the rights of the women and majority (61.7%) of the respondents who confirmed the existing Somalia norms and values effected or threatened participating women to complete the gender sensitive training course indicates how at least some of the Somali cultural norms and values are not favor for women's empowerment.

Table 4.12. The Level of agreement to Compatibility of Somali Existing Norms and Women Empowerment7.

Compatibility of Somali Existing Norms and Women Empowerment	Mean	Std. Deviation
There is compatibility of the women empowerment with Somali social norms and values.	1.99	.931
There are Somali cultural norms and values that encourage violation against women	2.45	1.223
The existing of Somali norms and values effect women to complete the course	2.27	1.04
Somali cultural norms and values support rights of women	2.22	1.04

The mean of average of the Level of Agreement to Compatibility of Somali Existing Norms and Women Empowerment 8.93/4= 2.2 while the std. Deviation is 4.2/4= 1.1 The average mean which exceeds 2 indicates that research respondents had mixed opinions about the asked questions.

Having said that, the findings stated that awareness creation has a role in women empowerment in Somalia which is in tandem with views of Oyelude 2012 who pointed that discovered to be slowly but steadily gaining ground in educating the women and creating awareness among them of their potentials to do better, to be empowered, and to stand up for their rights and themselves anywhere. (Oyelude, 2012)

Networking

The role of networking in women empowerment in Somalia was one of the three research questions that it was

studies. The study findings indicated that there networking has established relationships that improved personal quality and satisfaction of gender sensitive program participant as confirmed by the majority (90.9%) of the respondents and proofed the mean of 1.64 and std. Deviation of 0.76. hence this finding reveals that networking has a role in women empowerment in Somalia as the below table shows:

Table 4.13. Networking 8.

	Frequency	Percent
Strongly agree	47	47.5
Agree	43	43.4
Disagree	5	5.1
Strongly disagree	2	2.0
Do not know	1	1.0
Total	99	100

Benefits of established relations in women empowerment

The finding pointed out that majority (89.9%) of the respondents that gender sensitive program participants appreciated the established relations during the program. The finding was proofed by the mean of 1.67 and std. Deviation of 0.71. The study findings also indicated that information sharing among the program participants opened to new opportunities as majority (93.9%) of the participants stated that information sharing and connection established during the program has created opportunities and skill development. This finding was proofed by the mean of 1.49 and std. Deviation of 0.75.

Furthermore, the findings also revealed that 96% of the respondents indicated information sharing enhanced the participants' opportunities and skill development as evidenced by the mean of 1.63 and std. Deviation of 1.12.

Another interesting finding of the study is that majority (86.9%) of the respondents indicated that the programmed established a productive working partnerships between the female and male participants as proofed the mean of 1.88 and std. Deviation of 1.51. This finding implies that both male and female are interning building partnership and how can be beneficial to all. The std. Deviation is somehow higher which also shows how the respondents' responses were dispersal from its mean.

Moreover, the research findings also compared the participants' perceptions of before and the gender sensitive program intervention towards cross gender relations/partnerships and found that majority (55.6%) of the respondents indicated before the training women preferred to be contacted separately as confirmed the mean of 2.38 and std. Deviation of 1.17. However, after the program there have been changes of women's perception and the findings indicated that majority (62.7%) of the respondents that after the program women prefer to be contacted together with men as revealed the mean of 1.17 and std. Deviation of 1.11. Yet, the findings indicated that majority (57.6%) that before the program men referred to be contacted separately as confirmed the mean of 2.47 and std. Deviation of 1.13. The study also revealed that designing the program in gender sensitive which resulted in organizing the beneficiaries in gender wise has contributed women empowerment as majority (89.9%) of the respondents indicated as evidenced by the mean of 1.65 and std. Deviation of 0.86.

To that end, these findings may imply that both male and female recognized the benefits of cross gender partnership during and after the program intervention. And in Somali context is not only the female who wants to be contacted separately.

This finding is in line with the views of Kabeer 2012 who indicated that building relationship between male female can contribute women empowerment in positive ways. Kabeer added this may prevent that requires girls to be given less education than boys. (Kabeer N. , 2012)

Table 4.14. Level of agreement to the statement of benefits of established relations in women empowerment 9.

Benefits of established relations in women empowerment	Mean	Std. Deviation
Gender sensitive program participants appreciated the established relations during the program.	1.67	.71
information sharing among the program participants opened to new opportunities	1.49	0.75.
information sharing enhanced the participants' opportunities and skill development	1.63	1.12
the programmed established a productive working partnerships between the female and male participants	1.88	1.51
Before the training women preferred to be contacted separately	2.38	1.17
After the program women prefer to be contacted together with men	1.17	1.11
Before the program men referred to be contacted separately	2.47	1.13
Designing the program in gender sensitive which resulted in organizing the beneficiaries in gender wise has contributed women empowerment	1.65	0.86.

The mean of average of the level of agreement to benefits of established relations in women empowerment 14.34/8= 1.79 while the std. Deviation is 6.75/8= 0.84. The average mean which is between 1 and 2 indicates that research respondents selected strongly agree or agree for the statement questioned. To that end, the findings indicated that awareness creation has a role in women empowerment in Somalia which is in line with the views of Oyelude 2012 discovered to be slowly but steadily gaining ground in educating the women and creating awareness among them of their potentials to do better, to be empowered, and to stand up for their rights and themselves anywhere. (Oyelude, 2012)

Multiple Regression Analysis

Multiple regression analysis was used to study the relationship between the research dependent variable which is women empowerment and the three independent variables (capacity building, Awareness creation and networking) in order to test the research questions in women empowerment in Somalia. Standard multiple regression analysis was conduct to test the research questions (Spearman's rank correlation coefficient).

4.6.1 Standard Multiple Regression Analysis

Table 4.15. Model Summary 10.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.319a	.102	.073	1.252

Predictors: (Constant), Capacity building, Awareness creation and networking

To test the research questions, a standard multiple regression analysis was employed to estimate the relationship between the research dependent variable (women empowerment) and independent variables (capacity building, Awareness creation and networking).

Tables 4.15, 4.16, 4.17 and 4.18 present the regression results. From the model summary in table 4.6, it is clear that the adjusted R2 was 0.319 indicating that the combination capacity building, Awareness creation and networking

explained a 10.2% of variation in women empowerment in Somalia.

Table 4.16. Analysis of Variance 11

ANOVA					
Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	16.703	3	5.568	3.554	.017b
Residual	147.256	94	1.567		
Total	163.959	98			

a. Dependent Variable: Women Empowerment

b. Predictors: (Constant), Capacity Building, Network, Awareness Creation

Above ANOVA table 4.16, shows that the overall standard multiple regression model (the model of Capacity Building, Network, Awareness Creation is significant in predicting how these constant variables have a role in women empowerment in Somalia. It is clear that the regression model reaches a high degree of fit as reflected by an R2 of 0.10 (F = 3.554; P = 0.001<0.05).

Table 4.17. Regression Coefficients12.

Coefficients					
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.031	.481		2.143	.035
Network	.510	.176	.294	2.903	.005
Awareness Creation	.108	.276	.040	.392	.496
Capacity Building	.271	.228	.118	1.190	.237

a. Dependent Variable: Women empowerment

As explained in the 4.17 tables networking, awareness creation and capacity building manipulate women empowerment in Somalia. The multiple regression equation was that: $Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \varepsilon_i$ and the multiple regression equation became: $Y = 1.031 + 0.510 X_1 + .108 X_2 + .271 X_3 + \varepsilon_i$. As depicted in table 4.17, there was a positive and significant role of networking in women empowerment ($\beta = .510$; $t = 2.903$; < 0.05) which showed positive and significant effect. There was a positive role of capacity building in women empowerment by presenting regression results on how the capacity building of ($\beta = .271$; $t = 1.190$; < 0.05). And also there was a positive and significant effect of Awareness creation on women empowerment ($\beta = .108$; $t = .392$; $p < 0.05$).

From the table 4.18 summary, it indicates that the relationships between the independent variables were significant at the 90% confidence level. In nutshell, the inter-variable correlations between the independent variables have strong positive role to affect the relationship with the dependent variable. The table 4.9 summary confirms the existing very strong positive relationship between awareness-creation most importantly, capacity building and networking in women empowerment in Somalia.

The spearman's rank coefficient of correlation (Rho = 0.434, $\alpha = 0.01$) suggests a strong relationship existed between awareness creation and women empowerment. On other hand, the correlation between capacity building and women empowerment stated that a positive relationship existed between them (Rho = 0.114, $\alpha = 0.01$).

This suggests that the role of capacity building to effect in empowering women is positive. However, the degree of its effects is weak. To that end, it is clear that all the variables were significant to the study problem although the degrees of influence varied.

Table 4.18. Bivariate Correlations 13.

Correlations			Capacity Building	Awareness Creation	Network
Spearman's rho	Capacity Building	Correlation Coefficient	1.000	.146	.131
		Sig. (2-tailed)	.	.153	.198
		N	98	98	98
	Awareness Creation	Correlation Coefficient	.146	1.000	.212*
		Sig. (2-tailed)	.153	.	.036
		N	98	98	98
	Network	Correlation Coefficient	.131	.212*	1.000
		Sig. (2-tailed)	.198	.036	.
		N	98	98	98
	Women Empowerment	Correlation Coefficient	.161	.080	.205*
		Sig. (2-tailed)	.114	.434*	.042
		N	98	98	98

*. Correlation is significant at the 0.05 level (2-tailed).

Conclusions

In Africa and especially in Somalia women contribution to economic, social and political input is far less than their male counterparts and beyond and positive expectation. This is because Somali is a patriarchal society where social roles that are defined by the culture and traditions privileges men more. Hence most of women are marginalized in accessing political participants and decision making as well as economic participation. In this context empowerment should remain a critical component of any actor involved in empowering women in Somalia.

The research which sought to find out the role of capacity building in women empowerment in Somalia as 96% of the respondents confirmed it which also agrees with the view of Ozaki and NagaiI 2007 who indicated that capacity building supports the individual capacities to sustainable development by increasing the access to general economic, social and political conditions (Ozaki, 2007)

The findings also stated that Awarness Creation play role in women empowerment in Somalia which a great number of the respondents (89.9%) indicated that provided capacity building efforts contributed changing negative perception of male to women regarding social roles. This finding is in line with the opinion of Bandura 2011 who stated that once someone awareness created or raised it enhance individuals' self-efficacy which translates into a judgment of one's ability to perform the behaviour and provision of training and opportunities to observe others within the context of social interactions and experiences can raise the awareness of an individual and these strategies facilitate a state of being consciousness about matters that are important for you to be aware. (Bandura, 2011)

Similarly, the study also confirmed the existence of the role of networking in women empowerment in Somalia as indicated the majority (90.9%) of the respondents which supports the findings of Halac 2013 who revealed that networking start when people are linked in some ways, for example, moral, economic, social, geographic, or cultural that increases the value of the relationship over time as they accumulate relationship capital which translate into social

capital that every member may get an opportunity (Halac, 2013)

Recommendations

There is a need to expand the gender sensitive programmes in Somalia to provide for more women. With a broadening of the scope, enhance intervention strategies, increase level of investment, more women can be reached and more men will recognize women social gender roles. Men need to be fully made aware of the importance of gender roles and how women can contribute development of both family and community level if their resources and inputs are properly utilized. One strategy to do this can be designing gender sensitive programs that both male and female can present their talents.

Government of Somalia and its local and international development actors should conduct women capacity building programmes to sensitize women to making sure they get basic skills and education and make their children also acquire education so as to be empowered. Networking or resource sharing should be encouraged among actors involved in women empowerment provision as each one cannot provide everything, they should collaborate with other information providers like women groups, academic, wider civil society and private sector to get comprehensive framework empower to women in Somalia.

Campaign for the removal, eradication or reduction in cultural and social practices that exclude women from being empowered should be vigorously pursued which would make it easier for more women to understand that their social roles.

Areas of Father Research

The general objective of this project was to assess the role of gender sensitive programs in women empowerment in Somalia and too USADF training and placement program in Mogadishu as case study. Specifically, this study investigated the role of capacity building, awareness creation and networking affects women empowerment in Somalia. These factors are not in-depth to bring solid information on this topic, therefore urther research can be carried out to extract other roles of women empowerment in Somalia. further studies that may be done are included are cultural beliefs and proverbs which depict Somali women as incapable individuals who lacks necessary competency to effective contribute setting foundation political and economic development

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