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Namibian women's experiences and challenges in peace-keeping and conflict management: A case study on the Namibian Defence Force

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DECLARATION

I, Martha Emmi Ndinelago Nakapipi, declare that this Thesis is my own unaided work. Any assistance that I have received has been duly acknowledged in the Thesis.

It is submitted in partial fulfilment of the requirements for the degree of Master of Leadership and Change Management at the Polytechnic of Namibia. It has not been submitted before for any degree or examination at this or any other institution of Higher Learning.

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Acronyms and Abbreviations

AIDS	Acquired Immune Deficiency Syndrome
AU	African Union
CDF	Chief of Defence Force
DHAPP	Department of Defence HIV/AIDS Prevention Program
DHQ	Defence Head Quarter
DRC	Democratic Republic of Congo
GRN	Government of the Republic of Namibia
HIV	Human Immuno-deficiency Virus
MDC	Military Disciplinary Code
MOD	Ministry of Defence
NCOs	Non-Commissioned Officers
NDF	Namibian Defence Force
NGOs	Non-Governmental Organisations
NPC	National Planning Commission
PKO	Peace-keeping Operation
PLAN	People's Liberation Army of Namibia
SADC	Southern African Development Communities
SGBV	Sexual and Gender Based Violence
SRSG	Special Representative of the Secretary-General
SWAPO	South West Africa People's Organization

TCC	Troop Contributing Countries
TOT	Trainer of Trainees
UN	United Nations
UNAC	United Nations Association in Canada
UNDP	United Nations Development Programme
UNAMID	United Nations-African Union Mission in Darfur
UNDPKO	United Nations Department of Peace-keeping Operations
UNESCO	United Nations' Educational, Scientific and Cultural Organization
UNHCR	United Nations Higher Commission for Refugees
UNIFEM	United Nations Development Fund for Women
UNSC	United Nations Security Council
UNSCR	United Nations Security Council Resolution

ABSTRACT

In recent years, there has been increasing recognition at the international level of the importance of including females at all levels of conflict management and post conflict recovery. There are a number of benefits for their participation. Female involvement in peace-keeping missions can trigger positive change for women in the countries where they serve and where women are often kept at the margins of society, by providing positive examples of women's leadership.

The aim of this research was to explore and describe the experience and challenges facing women in peace-building and conflict management. Furthermore, this research aims to determine if women's empowerment will increase their participation in decision making, peace-keeping and conflict management. The research utilized both qualitative and quantitative research design. Data analysis and interpretation were made by means of factual statements, table and graph.

The population of the study was female soldiers from units within Khomas Region who participated in peace-keeping operation, including those who participated in the liberation struggle. Sampling method was done conveniently whereby 60 participants from the population were selected as respondents (n=58), while female senior officers (n=4) were purposively selected for the interview as key informants.

The findings highlighted that women play a crucial role as actors for change in building the capacity of communities to prevent new and recurrent violence. The role of women is even greater when they are involved during the early stages of a peace-keeping mission. (Yet, women are often marginalized from mission planning, peace negotiations, and implementation of peace processes).

This research will help provide better solutions to challenges facing women in peace-keeping and conflict areas, improve greater possibilities for women empowerment and promotes the needs and importance for women's participation in the decision making process.

Key words: Peace-keeping
                    Conflict
                    Conflict management
                    Experiences
                    Challenges

CHAPTER 1 INTRODUCTION AND BACKGROUND INFORMATION

1.1 INTRODUCTION

Gender equality and women's empowerment are human rights that lie at the heart of development and the accomplishment of the Millennium Development Goals. Regardless of the advancement that has been made, six out of ten of the world's poorest people are still women and girls, less than 16% of the world's parliaments are women, two thirds of all children shut outside the school gates are girls and, both in times of armed conflict and behind closed doors at home, women are still systematically subjected to violence (UNDP, 2009).

During the state of armed conflict, the risk and effect of HIV/AIDS intensify by displacing societies and getting troops into contact with ordinary citizens. In situations like these, women and youth are exposed to sexual violence and abuse (Chinwe-Nwoye, 2008; Ogunsanya & Mngqibisa, 2000; Scharffscher, 2011).

Conflict as well as political and economic insecurity causes individuals to abandon their motherland to find momentary asylum in other countries (UNHCR, 2005). Conflicts disrupt the usual lifestyle and cause significant displacement and chaos (Pely, 2010). Besides, women who actively contribute in peace-keeping and conflict management face many challenges and are severely affected by the situation.

Gender mainstreaming and equality are therefore important aspects that need to be fully incorporated within institutions that take part in peace-keeping and conflict management (GRN, 2010). This study will therefore investigate both concepts as components of addressing and creating the possibility for improvement to challenges facing women in peace-keeping and conflict zones.

1.2   BACKGROUND INFORMATION

Namibia is a signatory to the United Nations Security Council Resolution (UNSCR) 1325 that was passed in 2000 (a time when Namibia was the Chair of that Council). It recognizes the critical role of women in peace-keeping as well as in conflict prevention, and calls for women's full and equal participation in key institutions and decision-making bodies. The resolution also calls for recognition of the role women play in crisis situations. Furthermore, the resolution also emphasizes the use of gender equality as a strategy to ensure that gender issues are addressed (UNSC, 2000).

Gender issues are frequently undervalued and marginalized in international peace operations, relief efforts and integration programmes. Although the Ministry of Defence/Namibian Defence Force (MOD/NDF) had since its establishment, made women part of its workforce (MOD, 2011), women are mainly absent from decision-making on issues related to war and peace (Chinwe-Nwoye, 2008; Ogunsanya & Mngqibisa, 2000; Paffenholz, 2006). Even though women make up the large population of Namibia (NPC, 2001) female enrolment in the NDF is relatively low and their representation at strategic

level is insignificant. Military, police and foreign affairs lack balanced gender

representation (Cox, 2004; Ogunsanya & Mngqibisa, 2000).

According to the Department of Defence HIV/AIDS Prevention Program report

(DHAPP), the NDF is estimated at approximately 15,000 troops of which 4060 are female

officer (MOD, 2011) with rank categories as shown in Table 1.1.

Table 1.1
NDF Female Commissioned and Non-commissioned Officers

Rank	Strength
Brigadier General	02
Colonel	06
Lieutenant Colonel	31
Major	57
Captain	98
Lieutenant	128
Warrant Officers	179
S/Sgt	194
Sgt	389
Cpl	472
L/Cpl	685
Private	1819

Total	4060

Sources: MOD, 2012

The researcher positively advocates that the women's movement throughout history has undoubtedly elevated women's prominence in society. The researcher therefore believed that it is vital to consider not only the unique situation of women in armed conflict, but to employ a balance of female participation in the entire process of recruitment, training and development, peace-keeping and conflict management.

In order to effectively tackle gender issues in peace-keeping and conflict management, a full performance effort by Namibian institutions, above all the Defence and Security Council and Armed Forces as well as the United Nations (UN) and Non-Governmental Organisation (NGOs) such as Red Cross, is required.

World-wide, women are most heavily affected by conflict situations and natural disaster (Scharffescher, 2011). Namibia has enjoyed peace and security since independence. Unfortunately some other neighbouring states and the world at large have been subjected to armed conflicts and war. In respect of that, Namibia had sent peace-keepers – military and police personnel, including women, to countries such as Cambodia, Angola, Democratic Republic of Congo (DRC), Liberia and Sudan etc. for definite peace-keeping tasks as represented in Table 1.2 (Ogunsanya & Mngqibisa, 2000; UNAMID, 2010).

Table 1.2
Namibian Female participation in Peace-keeping Mission Statistics

Mission	Rank Categories	Remarks
Liberia – UNMIL	Senior Officer	4 × Staff Officers
		1 × Military Observer
	NCOs	177 × Infantry
Eritrea/Ethiopia – UNMEE	Senior Officer	1 × Staff Officer
		2 × Military Observer
Ivory Cost – ONUCI	Senior Officer	2 × Military Observer
Burundi – UNMIB	Senior Officer	1 × Military Observer
Sudan – UNAMID & UNAMIS	Senior Officer	3 × Staff Officer
		6 × Military Observer
	Junior Officer	2 × Military Observer
Chad – MINURCAT	Senior Officer	1 × Staff Officer
TOTAL		200

Sources: MOD, 2011

The term peace-keeping refers to the condition of sending a third party force not taking sides in the conflict with the consent of the conflicting parties for peace maintaining (Heinrich, 2006; Ogunsanya & Mngqibisa, 2000). The primary military functions of peace-keeping operations are illustrated in Fig. 1.1.

Fig. 1.1 *Dimension of Peace-keeping*
Source: Adapted from Jeong, 1999, p. 106

Namibia's main political, diplomatic and security ring is the African continent. Therefore, whatever happens in Africa either in a positive or negative way, would also affect Namibia's central interest to variable extents. Namibia operates based on a clear national policy response to counteract any negative external factors and emphasize the positive factors. This model (Fig. 1.1) is used to illustrate how Namibia could deal with the external challenges that would impact on the country in the years up to 2030, and which will impact, to a greater or lesser extent on the attainment of the objectives set by Vision 2030.
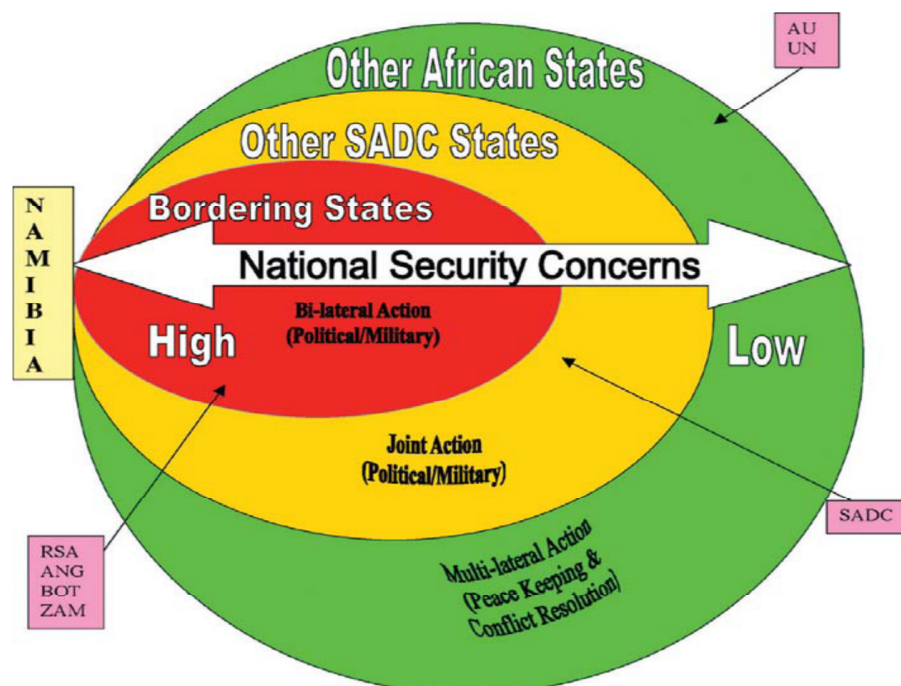
Fig. 1.2: The foreign Policy Response Model

Sources: GRN, 2004

1.3   PROBLEM STATEMENT

Although the UNSC acknowledged the resolution 1325 calling for women's equal participation with men in sustaining and supporting peace and security (Chinwe-Nwoye, 2008), that resolution has not been sufficiently put into practice and only a very small number of women participated in the peace session as official negotiators or observers (Ogunsanya & Mngqibisa, 2000).

Circumstances of armed conflict as well as phases of post-conflict reconstruction present particular challenges for the advancement of gender equality and the protection of women's rights (Chinwe-Nwoye, 2008). Furthermore, there is actually a rise in the use of sexual and gender based violence (SGBV) as a method of warfare whereby male soldiers, ex-soldiers and civilians equally prey on women and children (Jeong, 1999).

According to the National Gender Policy (GRN, 2009), although gender equality policies exist in different organisations including MOD/NDF, they are still not fully or systematically put into practice. The question remains, are gender issues and policies well understood and taken to heart by people entrusted to address and implement them? Consequently, the researcher believes that much needs to be done in order to address certain issues that hinder the effective implementation of the Resolution 1325 as well as overcoming challenges affecting women in peace-keeping and conflict management.

Troops Contributing Countries (TCC) often do not offer women and young persons with the opportunities to participate in peace agreements, negotiations and post-conflict reconstruction and ignore issues that affect women and children such as lack of basic services, education, shelter, food security, gender justice, and reconciliation (Heinrich, 2006).

1.4   OBJECTIVES OF THE STUDY

The main objective of the study is to investigate and describe the experiences and challenges of Namibian women in uniform during peace-keeping missions.

Another objective is to determine whether women's empowerment – looking at recruitment, training and capacity development – will increase their participation in decision-making, peace-keeping and conflict management.

1.5   RESEARCH QUESTIONS

The researcher seeks answers to the following study questions.

RQ1. What are the Namibian women's experiences in peace-keeping missions?

RQ2. Do women encounter challenges during peace-keeping missions? What challenges do they face in such missions?

RQ3. What can be done to minimize such challenges in peace-keeping and conflict management?

RQ4. Does women's empowerment increase participation? Could empowerment facilitate the increased participation of women?

1.6   SIGNIFICANCE OF THE STUDY

The study will describe the challenges and experiences of women during peace-keeping and conflict situations. This research will help to provide better solutions to challenges facing women in peace-keeping and conflict areas, improve the great possibility for women's empowerment, identify opportunities and areas for training and development of women and promote the needs and importance of women's participation in the decision-making process.

1.7   ASSUMPTIONS

As with all constructive approaches to research, there are assumptions of multiple realities. Participants have a definite way of viewing and talking about fragments of their life stories and in return the researcher interprets their stories. Therefore, in order for the researcher to fully understand the importance of his/her work, it is necessary to have an insightful awareness of the language, of the areas investigated, and a style to convey an understanding in writing. Atkinson (1990) believes that critical awareness will allow ethnographers to find ways in which their writings can benefit the field and humans in understanding their reality. Another assumption is that some (if not all) interviewees would not want to be tape recorded hence the researcher must listen attentively and be able to recall the conversation and take notes thereafter.

Since women's leadership involves more participation, motivation by inclusion and power by charisma, efforts should be made to increase the number of women in the top positions of organisations. And although this study was carried out in the MOD/NDF context, the findings can be transferred to many countries in a Southern African context

because of the similarities in culture across the region. The assumption is that this study will contribute to the socio-economic development and women's empowerment agenda in forces through a change in attitude toward women. The researcher assumes that through literature review and data collection, this research will provide answers to questions which arose during the study and the aim of the study will be achieved.

1.8   LIMITATIONS

Due to a number of constraints such as financial implications, time limitations and workload, this study was limited only to women in the Defence Head Quarter (DHQ) in Windhoek - Khomas Region. Financial constraints were considered as a limitation because the researcher needed money for research instruments, printing questionnaires and other stationery.   Transport from one unit to another was also foreseen as a limitation in the sense that, the researcher conducted the study at various units which are geographically located far from each other. Furthermore, the timeframe for data collection and analysis was again regarded as a limitation due to the fact that the researcher had an office workload and other commitments such as attending classes at the same time as conducting the study.

Another limitation was that the study is only limited to the facts acquired through questionnaires and interviews which were descriptive and qualitative in nature. As far as ethical considerations in research study are concerned, participants have the right to withdraw from the study whenever they feel like it.

Other set-backs worth mentioning are that completion and answering of the questionnaire cannot be made compulsory and time for the respondents to complete questionnaires is minimal, given that soldiers have strict routines and everyone has to react to orders and commands.

Poor participation and interest of female officers in this research were also regarded as limitations because generally, females lacked the confidence and the knowledge needed to take part in matters affecting them and remained silent on the sidelines.

To investigate fully the challenges affecting women in peace-keeping and conflict management to act as a driving force to enhance their condition, it is suggested that this study be duplicated in other countries which send soldiers, including women, to participate in peace-keeping missions as well as to countries which have been involved in conflicts for comparative purposes.

1.9   DELIMITATIONS

Although steps were taken to limit verbal issues, language barriers influenced the findings from the interviews. Another fact is that all women interviewed are subjected to the Military Disciplinary Code (MDC), and disclosing confidential information might have a negative impact in future deployment of women into foreign missions. Some of the interviewees requested anonymity, so it was extended to all. Furthermore, the MOD/NDF is a sensitive organisation; accessing and publishing this relevant information about its operation and management might be problematic to the researcher.

The study was conducted through questionnaires and by conducting interviews with female military Commissioned and Non-commissioned Officers (NCOs) who participated in the liberation struggle and peace-keeping operations, to inquire about their experience and observations in such missions. The interviews were analysed with respect to the theoretical methods and their validity for the military sector.

1.10   DEFINITIONS OF TERMS

Certain key terms were repeatedly used in the study and thus need to be defined. These terms are: peace-keeping, conflict, conflict management, experiences and challenges.

1.10.1 Peace-keeping.

Peace-keeping refers to the deployment of neutral third party forces with the consent of the conflicting parties (Ogunsanya & Mngqibisa, 2000; Paffenholz, 2003, p. 14). The researcher also believed that peace-keeping is the separation of the parties in situations of highly escalating crisis.

1.10.2 Conflict

Robbins and Judge (2011, p. 488) defined conflict as a process that begins when one party perceives that another party has negatively affected, or is about to affect negatively, something that the first party cares about. Furthermore, conflict is defined as "an expressed struggle between at least two interdependent parties who perceive incompatible goals scare resources, and interference from the other party in achieving their goals" (http://dictionary.refernce.com).

1.10.3 Conflict management

Conflict management refers to how different groups of people deal with the circumstances of conflict. Shelton and Darling (2003) stated that words such as "conflict management" and "conflict resolution" carry an undesirable meaning and generate the impression that conflict should be "struggled into compliance (managed) or gotten rid of altogether (resolved)." Similarly, Heinrich (2006) defined conflict management as all activities, procedures, and processes that intend to transform conflict in such a way that conflict disputes are dealt with in a diplomatic manner.

1.10.4 Experience

Experience is defined as an active participation in events or activities, leading to the accumulation of knowledge or skill (http://dictionary.refernce.com).

1.10.5 Challenges

A challenge by its nature or character serves as a call to battle, contest, special effort, etc. (http://dictionary.refernce.com).

1.11   PLAN OF THE STUDY

Thesis Overview: This section maps how the entire study is framed as discussed below:

Context of the Research: Chapter One provides information on the background of the study. A review of related literature from previous researchers on challenges facing women in peace-keeping and conflict management as well as the role of women and participation in decision-making is presented in Chapter Two. This was done within the period of three months, between July–September 2011. Furthermore, the reviewing of

related literature emphasized the importance of effective implementation of the UNSCR 1325 for acknowledging women's participation in peace-keeping and decision-making. This chapter dealt with a detailed review of related literature from several authors and disciplines regarding the subject under study.

In Chapter Three, the researcher defined the research methodology and design used. This chapter provides the research method and the data analysis techniques used in the study. It establishes the use of narrative inquiry as the selected methodology for this research. Narrative inquiry provides an understanding of human life and allows the reader to see the world from different lenses. It also allows access into the lives of others. It is through narrative inquiry that one is able to study the phenomena of the life events and records those events. According to Schwandt (2007), "narrative inquiry is the study of the activities involved in generating and analyzing stories of the life experience and includes examination of the methodology and aims of the research in the form of individual narrative and auto ethnography".

Data collected and information gathered will be analysed and interpreted in Chapter Four. In this chapter, the results of the research are concisely presented and discussed while conclusions and recommendations are presented in Chapter Five. This chapter concludes the research report and makes recommendations on the findings. A List of Sources and the Appendices will be at the end.

Table 1.3

Study Time frame

Activities	July – Nov 11	Jan – April 12	May 12- May 13
Research Proposal	×		
Literature Review	×		
Develop questionnaires		×	
Identify and select respondents		×	
Registering and distribution of questionnaires			×
Data collection			×
Data analysis			×
Data interpretation			×
Preliminary report			×
Editing of the document and final submission			×

CHAPTER 2 LITERATURE REVIEW

2.1   INTRODUCTION

The review of related literature begins by highlighting several challenges facing women in peace-keeping and conflict management, followed by the definition of women's empowerment, gender equality, peace-keeping and conflict management as described by different authors. This gives an in-depth understanding of women's needs that should be addressed before, during and after peace-keeping and conflict management.

In an attempt to highlight important roles of women in peace-keeping and conflict resolution in traditional African societies, the researcher intends to engage in some selective review of existing and most recent literature on this theme. At the end of the review, an attempt was made to collect composed insights available in literature on the subject.

The literature review further classifies the importance of women's participation in decision-making. Looking back at African traditions, the researcher identified how women through their skilful negotiation skills and decision-making, assisted in sustaining peace and stability within their society. Conclusions regarding the roles women played in peace-keeping and conflict resolution in traditional societies was then summarised. Implications of the result and some recommendations arising were highlighted thereafter.

2.2   CHALLENGES ENCOUNTERED BY WOMEN

Despite international and national policy frameworks, women worldwide face huge challenges regarding their contribution in peace-keeping processes (Ogunsanya & Mngqibisa, 2000). Furthermore, women's ability to influence successfully peace-keeping processes is often compromised by the danger or the definite experience of Sexual and Gender Based Violence (SGBV), which usually increases before, during and after armed conflicts (Ogunsanya & Mngqibisa, 2000; Scharffscher, 2011), as well as by continuous obstacles for women's full participation in decision-making in numerous countries.

The researcher concluded that women, men, boys, and girls experience violence before, during and after conflicts differently and have different vulnerabilities, insecurity and coping mechanisms. Furthermore, conflicts have an impact on gender roles and relations as people often take up roles they might not take up during times of peace. The mandates of democracy, sustainability and peace development have become more and more complex around the globe. There is increased recognition that a gendered approach to the development of peace is essential to respond adequately to the needs of women, men, boys and girls who have been affected differently by conflict.

Conflict and post-conflict societies typically experience a higher incidence of SGBV. Below are some of the challenges (UNIFEM, 2010):

- Victims of sexual violence are often ostracised by their families;

- Many victims are unwilling to come forward;

- Victims are often raped more than once;

- Legal systems often favour the perpetrators of violence;

- Cultural factors often discourage interventions.

According to Cox, 2004; Lee, 2009; Manyak & Katono, 2010; Ogunsanya & Mngqibisa, 2000; and Pely, 2011, challenges with regard to gender equality in decision-making roles include the following:

i. Cultural perceptions regarding the role of men compared to women in decision-making.

ii. Uneven participation of women in the electoral process.

iii. Low educational attainment in some regions.

iv. Lack of women's empowerment programmes.

Rowley et al. (2010) says that African women are ready to lead but social beliefs and attitude hinder their quest. Supporting the quest for gender equality was His Excellency, President Hifikepunye Pohamba during his visit to the Ministry of Defence on 18 July 2005, who urged General Officers and senior staff members of the MOD to ensure equal opportunity to all citizens in all the constituencies of the country regardless of gender, sex, or ethnic origin. The statement challenged the seventh promotions and appointment done in November – December 2005 where only one female was appointed to the rank of Captain (NDF Journal, 2005, Vol. 18, No 21).

Rajasingham-Senanayake (2005); Ruwanpura (2008a, b); Lee (2008); and De Silva (2009) all claimed that international relief operations contributed to increase challenges and intensive conflicts. In armed conflicts all over, women and the youth in war zones are not only "collateral casualties", but are considered targets. They are often

victims of sexual assault, rape, sex slavery, trafficking, forced prostitution, torture, abduction, etc. (Heinrich, 2006; Ogunsanya & Mngqibisa, 2000). Another finding is that the budget allocated to women for women's post-conflict reconstruction and rehabilitation priorities were inadequate, particularly in terms of livelihood recovery, shelter, land rights and security (Manyak & Katono, 2010, Scharffscher, 2011).

Pillay (2006) stated that sexual harassment is a critical threat to gender equality, women's empowerment, and full participation within armed forces and therefore raises a complex institutional challenge. This is considered to be one of the likely, most devastating obstacles faced by women in the military and calls for further study of the profession's operation (Franklin, et al., 2003).

Working and living in a demanding, harsh, unfamiliar and international environment, plus a lack of family friendly duty stations in many mission places, as well as the limited circulation of vacancy announcements and requirements to the job, also present substantial challenges to the recruitment of women in peace-keeping operations.

In addition, the researcher also believes that troop contributing countries may traditionally be unwilling to deploy women soldiers to some of the world's most dangerous conflict zones. In these places women are known targets of gender-based or sexual violence.

The role of women in militarisation has been largely obscured and mystified by two competing perspectives - those of sexism and feminism. Both analyses exclude women from war on the grounds that they are bearers of "special qualities" (Hyndman & de Alwis, 2003). According to the authors, sexism excludes women from the ranks of the

military on the grounds of their physical inferiority and unsuitability for fighting. As the weaker sex women must be "protected" and "defended". One variant of feminism similarly excludes women but on opposite grounds – that of their innate nurturing qualities, their creativity and pacifism. Another variant of feminism excludes women on the grounds that men have a monopoly of power (Hyndman & de Alwis, 2003).

Furthermore, the researcher also cited the following aspect as challenges encountered by women namely; dislike and even hate from their male counterparts, the difficult relationships with other women at the same level, and the absence for women to have a "protector" or a "mentor" to access high level positions. Women encounter challenges since the military has always been seen as a male dominated profession with emphasis on the importance of stereotypical "male patriarchal" attributes of toughness, discipline, loyalty and combat-readiness.

Furthermore, Trego and Jordan (2010) both argue that menstruation causes a disturbance in the daily lives of women and foresee this also as a challenge during deployment. Confrontations include not having adequate time to alter menstrual hygiene products and the pre-planning required for managing menstruation throughout the day, which, when it fails, can end in leaking and staining. Convoys characterise challenges since women might be in a vehicle for eight straight hours, making hygiene complex. Preplanning for menstruation while on duty includes carrying extra pads, tampons, baby wipes, plastic bags, and hand sanitisers as well as remedies to self-treat menstrual symptoms.

In his address to the UNSCR 1325 on women's role in the prevention and resolution of conflicts, Mr. Cox stated that "Despite these challenges, women in the commonwealth and beyond play a crucial role in maintaining and rebuilding the social fabric during and in the aftermath of conflicts".

2.3   WOMEN'S   EMPOWERMENT   PROGRAMMES   TO   INCREASE   WOMEN'S PARTICIPATION

Although the military has been a male-dominated profession, the numbers of women joining the profession nowadays have increased in various defence forces in the world and Namibia is no exception. However, Botswana, Mauritius and the Democratic Republic of Congo still remain the three countries in the 14-member state SADC bloc that have no women in the military (Cox, 2004).

Despite the fact that women are recruited to serve in the military in most countries, only a few countries allow female officers to fill the combat roles. Amongst those countries that fully integrate women in the infantry are Canada, South Africa, Israel and Russia. In 1995, Norway was the first country to permit women to serve on its military submarines, and until now there has been at least one female commander of a Norwegian submarine followed by Australia in 1998 (http://dailymail.co.uk/news/article-12).

The growth of women's movements across the borders puts pressure on inter-governmental agencies such as the United Nations (UN), African Union (AU) and Southern African Development Community (SADC) to recognise women's rights

(Amnesty International, 2002). They also ordered the implementation of affirmative

action to promote the equal participation of women, including the equal representation of

women in elected offices, and calls for the equal representation of women in the judiciary

and law enforcement agencies as an integral part of equal protection and the benefit of

law. In articulating the right to peace, the women's movements also demand the

recognition of the right of women to participate in the promotion and maintenance of

peace.

Women's empowerment and effective gender equality implementation reduce

challenges facing women in peace-keeping and conflict management (Cox, 2004;

Chinwe-Nwoye, 2008; Heinrich 2006). According to Cleaver and Wallace (1991, p. 15)

women and men had equal status in the People's Liberation Army (PLAN) as part of

South West Africa People's Organisation (SWAPO) policy of equality for women. Women

constituted a significant proportion of PLAN fighters and this should be reflected in the

formation of the newly integrated Namibian Defence Force (NDF). Since the

establishment of the NDF, little attention has been paid to the development of its human

resources (MOD, 2011). This includes women's empowerment, training and

development. Despite all these, no investigation has been carried out to establish the

factors contributing towards the obstacles for women's advancement and empowerment

in the force. The majority of women in MOD/NDF were on the side-lines during the war,

remained silent, and continue to be excluded from decision-making, operation planning

and peace negotiations.

Apart from the Deputy Minister of Defence who was appointed on 21 March 2010, most women in the MOD/NDF are assigned to traditional support roles such as Directorate of Finance, Administrative and Medical Health Services, which never permit them to take part in strategic decision-making for troops' deployments in operation areas or to exercise full military authority. The question remains: who will support her when raising women's issues at those executive meetings when all those present or dominating are men? The fact is that the MOD/NDF is experiencing unequal representation between female and male members at all decision-making level. Despite Government efforts to remedy the gender disparities in the Ministries, Offices and Agencies, women in the MOD/NDF are neither equally appointed nor promoted to strategic or influential positions.

This situation has serious implications for the NDF female officers. In the case of UN peace-keeping and conflict management operations, and AU peace enforcement missions where gender representation is required, the NDF ends up sending women who are not at the required military level as compared with their male counterparts. In order to adhere to the external and internal demand of gender implementation and the implementation of Affirmative Action policy, the NDF promotes incompetent women to high positions for political correctness.

In order to implement these policies effectively and efficiently, the MOD/NDF should advance capable women to high positions and enable them to participate in leadership roles that allow them to accomplish their desires of contributing towards national military duties on equal par with men.

Al-Dajani (2007) defined women's empowerment as "a constant, on-going practice involving improved capabilities to control choices, decisions and actions". This approach confirms Mosedale's (2005) logic that empowerment is fundamental to a woman's role in contributing to constructive transformation and advancement within her community.

The battle for improving women's rights and encouraging empowerment among women has been recommended by Leeder (2009) as a core objective of the military struggle in Afghanistan. Al-Dajani and Carter (2010) stated that, when women are empowered, their inspiration and admiration within the household, public and society at large are increased. Customarily, women are cherished members of the nation, but they do not have a noticeable role in decision-making and public matters.

While addressing the third Committee Interactive Dialogue – Women in peace-building Process (2005), Mr Tuliameni Kalomoh, Assistant Secretary General, stated that, peace-building is an opportunity for the UN and the international community at large to integrate a gender perspective in the rebuilding of society and have women as effective participants. He further mentioned that "our efforts to enhance women's roles in these activities should therefore begin with increasing their participation in all stages of peace negotiation processes".

To ensure that the perspectives of women and men inform all decision-making efforts, the resolution 1325 calls for gender balanced representation at all levels and in all processes to build peace and security (NIFEM & UN DPKO, 2010). Therefore the

researcher believed that in peace-keeping operations, the increased existence of women is significant for dismissing the perception of missions as male-dominated environments, guaranteeing that missions are "gender-friendly" and serve as an example to the host country.

Commenting on the same theme are Ogunsanya and Mngqibisa (2000) who stated that although programmes have been established that allow women's participation, in reality men dictate them. Endowed women possess enhanced self-confidence, self-assertiveness, inspiration, ambition and persistence (Cox, 2004; Chinwe-Nwoye, 2008). Hence, they should be given the opportunity to present their potential and make sure that their welfare needs and access to capitals are recognized and met.

The empowerment of women is a main subject of current worldwide political discourse. When talking about Women's Empowerment President Obama indicated that it is a responsibility of everyone to:

> *…ensure that our daughters and granddaughters have no limits on their dreams, no obstacles to their achievements – and that they have opportunities their mothers and grandmothers and great grandmothers never dreamed of.*

(Lee, 2009)

In agreement with the above mentioned facts, the researcher therefore believes that there is a need for women to play a constructive role in peace-keeping and conflict resolution and determinations must remain to ensure that the gender dimension is increased in these processes. However, the researcher is of the opinion that women must

be empowered first socially and economically in order to play that role of negotiations and conflict management and to participate actively in decision-making. Therefore, the researcher believes that the most important criteria for the implementation of the Resolution is when women are included in peace processes from the beginning. This is because *prevention* and *protection* can only become effective when there is *participation*.

2.4   WOMEN'S EMPOWERMENT CAN REDUCE CHALLENGES

Decision-making and problem solving are very important aspects in the development and implementation of solutions (Cox, 2004; Ogunsanya & Mngqibisa, 2000; Chinwe-Nwoye, 2008). And only if women are empowered through training and development, consultation and involvement, and participation in decision-making can they implement changes which address challenges affecting their lives. Women's empowerment can be achieved by incorporating gender awareness, women's participation, and women's issues into development programs, with the goal of achieving equality (Al-Dajani, 2007).

Echoing similar sentiments were Lee (2009); Modesale (2000) and Paffenholz (2003), who stated that only if women are fully empowered and equally represented at all levels of decision-making that their voices will be heard and their contribution will become meaningful. However, studies show that women are neither well represented at decision-making levels nor involved in peace negotiations and conflict management (Ogunsanya & Mngqibisa, 2008).

Women in crisis-affected areas frequently find themselves excluded from humanitarian planning and decision-making that really concerns their own lives, as well as

the fate of their families. In agreement are Hyndman and de Alwis, (2003); Paffenholz (2003) and Ruwanpura (2007).

Both authors emphasize the need to promote and empower women, as well as to increase their participation and representation in decision-making for peace-keeping and conflict management processes. They believe that socio-economic transformation would be meaningless if there were no women's empowerment and involvement.

Barriers to greater participation of women in military and civilian capacities also result from internal UN bureaucratic or political hurdles. Hence, the researcher urges that there is a symbolic value in having empowered women acting as peace-keepers holding positions of authority to make influential decisions on behalf of others, and not just as support staff or domestic help. According to the United Nations Department for Peace-keeping Operations (UNDPKO) report (2007), since the inception of UN peace-keeping only seven women have headed missions as the Special Representative of the Secretary-General (SRSG).

2.5   GENDER EQUALITY AND WOMEN'S EMPOWERMENT

While extensive research has helped us to understand the dynamics of conflict management, the impact of gender and cultural differences on these critical skills area remains less clear (Rowley et al., 2010). The role of gender is important because of the obvious link to questions of sexual discrimination in the workplace. It was long assumed that feminine values made women less capable of handling conflict and was used as justification for not allowing them access to higher level positions (Switzer, 2004).

A considerable number of reports have been written on how to address gender imbalances in our society**,** but little is said on gender equalities in the military. According to Becker (2003), very few Namibian men, especially military officials, are involving themselves in this significant matter and seem to lack an understanding on gender issues. She further stated that matters of gender violence, and many others are still regarded as *"women's' concern".* The majority of researches on gender issues, and participants at workshops or seminars on gender strategy are mostly female.

Gender equality will only be attained when both women and men are given equal chances and enjoy similar prestige in all sectors of economy (Al-Dajani, 2007; Ogunsanya & Mngqibisa, 2000). Therefore both men and women should be accorded opportunities to realise their full human rights and potential in order to make meaningful contribution toward the national, political, economic, social and cultural development, and can then together profit from such outcomes. Gender equality is therefore defined as a way the society values both the similarities and the difference between women and men, and the roles they play (GRN, 2010).

The link between gender equality and peace and security was well established. The Beijing Platform for Action highlighted that "peace is inextricably linked between women and men and development". UNSCR 1325 (2000) called for women's equal participation with men and their full involvement in maintaining and promoting peace and security. The Resolution states that there must be "increased representation of women at all decision-making levels in national, regional and

international institutions and mechanisms for the prevention, management, and resolution of conflict".

The Resolution can be summarised with three "Ps":

- **P**revention of new conflicts,

- **P**articipation of women,

- **P**rotection against sexual violence and violence in general,

  - **R**elief and **R**ecovery.

Reflecting on the same developments, in 2002, the then Secretary General of the United Nations Kofi Annan stated in his report on women, peace and security that:

> *We can no longer afford to minimise or ignore the contribution of women and girls to all stages of conflict resolution, peacemaking, peace-building, peace-keeping and reconstruction process. Sustainable peace will not be achieved without the full and equal participation of women and men.*

(UNAC, 2007)

The integration of gender issues of peace development has taken two approaches: mainstreaming gender into the mandates, policies and practices of peace development and increasing the number of women working in peace-keeping operations (Fapohunda, 2011). He further stated that there are three factors that determine the level of implementation of policy directives regarding gender balance inside the peace-keeping missions namely:

i.   The political will of senior management,

ii.   The availability of funds and,

iii.   The availability of human resources, especially female.

The researcher is of the opinion that effective implementation of gender issues necessitates the followings: gender-sensitive plans, strategic development, operational competence, skilful associates, suitable human resource and communications strategies, proper resources deployment, and gender-sensitive financial management and reporting.

Gender equality and women's empowerment could become effective once all stakeholders put more efforts on its implementation process. According to Chinwe-Nwoye (2008), women participants helped to integrate gender equality into democratic governance and the peace-keeping framework in Burundi.

2.6   THEORETICAL MODEL

Gender equality and women's empowerment are human rights that lie at the heart of development and the accomplishment of the Millennium Development Goals (UNDP, 2009). In empowering women it enables them to claim their internationally agreed rights in every development sphere, and supporting governments to be both proactive and responsive in advancing the realization of their rights (UNSC, 2000).

Longwe's framework, Table 2.1, defines women's empowerment as enabling women to take an equal place with men, and to participate equally in the development process in order to achieve control over the factors of production on an equal basis with men (Longwe, 2010), and it is based on five different levels of equality, namely: control,

participation, conscientisation, access and welfare. In agreement are Hyndman and de Alwis, (2003); Paffenholz, (2003) and Ruwanpura, (2007), all authors emphasise the need to promote and empower women, as well as to increase their participation and representation in decision-making for peace-keeping and conflict management processes.

In all fields of peace-keeping, women peace-keepers have proven that they can perform the same roles, to the same standards and under the same difficult conditions, as their male counterparts (Cox, 2004); however, this is only attainable once women in uniform are empowered and get equal chances of proper military training and capacity development as their male colleagues. Female peace-keepers act as role models in the local environment, inspiring women and girls in often male-dominated societies to push for their own rights and for participation in peace processes (Fapohunda, 2011).

Table 2.1
Women's Empowerment Framework

Level of Empowerment	Description
Control ⇑	Women and men have equal control over factors of production and distribution of benefits, without dominance or subordination.
Participation ⇑	Women have equal participation in decision-making in all programs and policies.
Conscientisation ⇑	
Access ⇑	Women believe that gender roles can be changed and gender equality is possible.
Welfare	Women gain access to resources such as land, labour, credit training, marketing facilities, public services, and benefits on an equal basis with men.
	Women's material needs, such as food, income, and medical care are

met.

Sources: Longwe, 2010

The demand of the Namibian liberation struggle under South West Africa People's Organisation (SWAPO) forced men and women to abandon a rigid gender division of labour as women in People's Liberation Army of Namibia (PLAN) were integrated into new roles, and PLAN encouraged them to discover new capacities within themselves (Cleaver & Wallace, 1991). The notion of "equal rights for women" played an important role in the struggle. The researcher therefore believes that this declaration of women's equal rights with men in taking up arms against injustice and oppression in Namibia should also be extended equally with regard to women and men taking part in peace-keeping missions.

Cleaver and Wallace (1991: 6) concluded in an earlier study on Namibian women in the liberation struggle war that women declined to be restricted to supportive functions such as providing medicines and couriers. As a result, they were fully trained and equipped as combatants, which is clear evidence of a change in the perception of women's role within the SWAPO movement. Consequently, they underwent the same training as men and occupied positions at all level. Hence, women in the current NDF must be given an equal chance and opportunities as their male counterparts when it comes to their appointment and participation in missions.

Adei (2003: 93) further stated that women too have fought alongside their male comrades on the front despite all sufferings and psychological pain they underwent as women, such as separation from their families and children for many years. Hence, it is

difficult to understand why females in the NDF occupy only positions of secondary military roles; positions that lead to their absence at executive courses and important meetings where issues on defence and security management as well as operational deployment are discussed.

Women who are made refugees as the result of fighting experience strong insecurity that originates both from being isolated from their usual support structures and from the physical insecurities existing in circumstances of forced displacement. However, the researcher believes that despite the terrible consequences of conflict for many women, it would be mistaken to see women only as "victims" of conflict and to ignore their significant role in peacemaking and conflict management.

2.6.1   Peace-keeping

Peace-keeping refers to the deployment of a neutral third party force with the consent of the conflicting parties (Ogunsanya & Mngqibisa, 2000; Paffenholz, 2003, p. 14). Current and future peace-keeping is multi-dimensional, and includes the deployment and interaction of military and civilian components. The functions and tasks associated with peace-keeping are centred on the protection of civilians; the provision of basic necessities; the rebuilding of social and political institutions and the organising and monitoring of elections.

Manyak and Katono (2010) stated that a gender-sensitive attitude on conflict resolution, peace-keeping and rehabilitation was crucial. UNIFEM was at work to accomplish that, for example, by attracting women in peace processes through supporting capacity-building of women's groups in Sudan (Chinwe-Nwoye, 2008).

2.6.2   Conflict Management

Conflict management refers to how participants deal with the conflict circumstances. Shelton and Darling (2003) stated that words such as "conflict management" and "conflict resolution" carry an undesirable meaning and generate the impression that conflict should be "struggled into compliance (managed) or gotten rid of altogether (resolved)." Similarly, Heinrich (2006) defined conflict management as all activities, procedures, and processes that intend to transform conflict in such a way that conflict disputes are dealt with in a diplomatic manner.

The researcher is of the opinion that conflict should be managed in a skilful and tactical manner with the aim of steering the conflict or crises toward the socio-economic and developmental situation of the state. Because women are more likely to insist on peaceful conflict resolutions, they enter into negotiations with the view of appeasing the situation as they bring new topics and points of view into negotiations, mainly questions of health, nutrition and education. Overall, female peace-keepers identify with and communicate the importance of peace-keeping for women better than men. This not only benefits the peace process, but the involvement and inclusion of women lead to greater levels of gender equality, which is a prerequisite for enhanced development. Women can make a difference and prevent the outbreak of new wars but only if they are given an important role to play from the outset.

Echoing the same sentiments is the former Defence Minister of Finland, Elisabeth Rehn and the current Liberian president, Ellen Johnson Sirleaf. Both stated that if women

are present in meetings, the nature of the dialogues changes (UNIFEM, 2002). In agreement with to that is Carey (2001) who said, "it can be seen that without women involvement, the peace process itself suffers, for there will be no peace or development". Pillay (2006) emphasised that women and men are actors and victims of the enactment and consequences of conflict, the representation of both genders in mechanisms of peace is vital.

2.6.3   Women and Peace in Traditional Africa

Women's participation on issues of peace and security is not something new. Rather, such concern originates from ancient times. The literature indicates that the majority of African Queens fought to defend their kingdoms against foreign occupation. For example, Llinga, a warrior queen of the Congo, had standing armies of women armed with axe, bow and sword, and fought the Portuguese in 1960; Queen Mbande Zinga, the sister and advisor of the King of Ngola (now Angola) served as his representative in negotiating treaties with the Portuguese; Nandi, the warrior mother of King Shaka of the Zulu in South Africa, trained her son to be a warrior and had an all-female regiment which often fought in the front line of his army; Kaipkire, warrior leader of the Herero tribe of the then South West Africa (Namibia) in the 18th century, led her people in battles against British slave traders (Chinwe-Nwoye, 2008).

The role of culture is important because different societies impose rewards and sanctions that influence how conflicts are resolved. Hence, what might appear to be a

universally accepted finding about conflict management, may untie when tested in a culturally different context (Weiner, 2005).

The importance and role of women's participation in decision-making and conflict resolution is vital (Manyak & Katono, 2010). Previously it was believed that feminine standards made women less skilful at managing conflicts and this was used as a rationalization for not letting them advance to higher level positions and participate actively in conflict resolutions.

Research shows that women peace-keepers can play a key role in field missions. According to UNIFEM's 2000 Independence Experts Assessment on Women, War and Peace, the presence of women in peace operations (including female police, interpreters and specialists) makes a positive difference. According to the report, the presence of women:

- Improves access and support for local women;

- Facilitates communication with victims of assault, sexual abuse, violence, etc;

- Can provide a great sense of security to local population (women and children);

- Helps create a safer environment for women in which they are not afraid to talk;

- Makes males peace-keepers more reflective and responsible;

- Broadens the repertoire of skills and style available within a mission;

- Can help to reduce conflict and confrontation.

Currently, women have been active in reconciliation efforts, often with the support of regional and international networks (Ogunsanya & Mngqibisa, 2000; UNSC, 2002). African women's roles as mothers, wives, and aunts were put to operational use in peace-keeping and conflict resolutions in the old days (Paffenholz, 2006; Pely, 2010). Traditionally, they definitely took part in instilling the values of peace in the children and in conducting conflict negotiations among combatant factions within the family and the community. They also commanded important positions in conflict resolution rituals and association of peace envoys in traditional Africa.

Studies conducted by the United Nations Educational Scientific and Cultural Organisation (UNESCO) evidently proved an interesting combination of traditional conflict resolution and peace-keeping practices in Africa, south of the Sahara. The study was conducted with the aim of evaluating the role of women and peace in six African countries: Burundi, Cameroon, Central African Republic, Namibia, Somali, and Tanzania (Cox, 2004). After reviewing the literature on women's participation in peace-keeping and conflict management missions in Namibian military, the researcher concluded that very little has been written on the subject, especially on the challenges they faced.

It is stereotypical that successful leadership is associated with a masculine approach (Nidiffer, 2001, Switzer, 2004). The researcher believes that many of the traditional theories that laid the foundational work on leadership and decision-making were created during a time when women did not hold prestigious position in organisation, that made the history on women in leadership even in the military very short.

Mixed team (both for men and women) operations are more effective and important because women often have easier access to female members of civil society. In some circumstances, female soldiers may have a comparative advantage of interacting with the local population on matters such as sexual exploitation, abuse and violence, among other issues. Also women can help at security checkpoints, where they may be better positioned to speak with and search the local women than men.

The above styles illustrate that for many years the strategic role of women in conflict resolution in modern Africa has continued to be overlooked. Yet recent analysis warns that arrogance is ill-advised since it has shown that in traditional African societies women's positive contributions in decision-making and conflict negotiation had never been in doubt. From what the assessments suggest it was definitely the women who led the manner in many occasions of conflict resolution practices in Africa of the past (Paffenholz, 2006; Pely, 2010). Subsequently, despite their seeming humility, women played a major role in restoring peace in traditional society.

Given the effects of conflict on women, it is inevitable that the meaningful management of conflicts should include a significant role for women. The fight for improving women's rights and empowerment needs to be enforced and effectively implemented. Consequently, women should be part of conflict management initiatives. In order to give women an opportunity to engage more effectively with the local population, a greater number of women peace-keepers need to be deployed. Women in positions of authority, whether civilian or military, have greater opportunities to communicate with the

local people and can collect valuable information on a wide range of issues including sexual violence, humanitarian access, human rights abuses and the needs of survivors.

The researcher therefore discovered that if women are given an opportunity, they can do the same job as men to bring about magnificence, peace and tranquillity in our modern civilization. African women pose hidden resources, skills and knowledge for peace-keeping and conflict resolutions in Africa today.

2.7   SUMMARY

There are several challenges facing women who participate in peace-keeping mission as well as those who are in conflict zones, as identified by studies. Views of various authors confirmed the existence of those challenges. It was established that there is a need for women's empowerment and their participation in decision-making to make their voices heard.

Throughout modern conflicts around the world women have continued to experience unprecedented points of sexual violence and assault, leading to HIV infections, pregnancy and other health problems, as well as stigmatization and exclusion from their societies.

The despair experienced by girls and women disrupt and damage their lives, and makes it difficult for them to enjoy their freedom. Attention should be taken to offer psychological support to both women and men. Failures to do that may rupture communities and postures enormous challenges for peace restoration and rehabilitation. Attention must be given to the permanent impact of gender-based violence, exploitation of

women, and the devastating socio-economic magnitude of rapidly spreading diseases such as HIV/AIDS.

CHAPTER 3 RESEARCH DESIGN AND METHOD

3.1   INTRODUCTION

The previous chapter dealt with the review of related literature on theoretical frameworks whereby the researcher reviewed literatures done by other researchers and authors who showed interest in the study of women's experience and challenges in peace-keeping and conflict management and how to minimise those challenges. Chapter three presents the research design and methods used in this study. It will also highlight the sampling procedure as well as the population in which the study was conducted. This chapter will present an insight into the methods that were used in gathering the information for the practical part of this study.

3.2   RESEARCH DESIGN

According to Welman et al, (2005), a research design is the plan and process used to obtain research participants (subjects) and collect information from them. Babbie and Mouton (2003) stated that, although research design occurs at the beginning of a research project, it involves all the steps of the project. On the other hand, Chilisa and Preece (2005) stated that a research design is a master plan specifying the methods and procedure for collecting and analysing data in order to get the needed information. It is an outline of the research plan. A combination of both qualitative and quantitative designs is used in this study.

Chilisa and Preece (2005) argue that qualitative research involves free-format responses in which words and observation are used. It provides in-depth information

obtained from a few cases. In this study, it concentrates on in-depth information as narrated by the participants on their experiences and challenges during peace-keeping operation missions using an in-depth self-administered questionnaire.

The second design was quantitative, using an unstructured interview (see Appendices C). The purpose of the quantitative study is very specific, and is used when precise information is needed. It involves a representative sample of the population and a formalized procedure of gathering data.

3.2.1 Type of study

Within a critical feminist standard, primary research consisting of interview, questionnaires as well as oral testimony has been undertaken over a period of two months (June–July 2012) within the MOD/NDF and co-located units within Khomas Region, namely; DHQ, Composite Depot and 21 Brigade, to collect information. This study was contextual as it only presents the experience and challenges of those women in MOD/NDF in Khomas Region.

Combinations of both qualitative and quantitative approaches were used for this study. This method was used as the researcher was not involved in the liberation struggle or got directly involved in any peace-keeping operation to collect data and observe the situation on the ground. Hence, information was gathered from the primary sources in the form of questionnaires and interviews.

The sample size of 20 responded each from DHQ, Composite Depot and 21 Brigade ($20 \times 3 = 60$) were selected from the population of 200 women. Selected

respondents were interviewed further over this research period. The interview was analysed with respect to the academic methods and their validity for the military segment.

3.2.2 Qualitative Research

According to Chilisa and Preece (2005), qualitative research refers to the type of inquiry in which the researcher conducted research about people's experiences, in the natural setting, using a variety of techniques such as interviews and observations and reporting the stories in words rather than in numbers.

Qualitative research puts the emphasis on processes and meanings that are not rigorously examined or measured in terms of quantity, amount, intensity or frequency. Therefore, according to literature the aims of qualitative research are to establish the socially constructed nature of reality, to stress the relationship between the researcher and the object of the study, as well as to emphasise the value-laden nature of the inquiry (Welman et al., 2005, p. 8).

This approach is attached to the narrative progression, which allows the researcher to record and write about the phenomena of life in such a way that it extends knowledge and understanding. Qualitative research invites one into the experiences of the story teller. Clandinin (2007) believes that qualitative researchers are interested not in prediction and control but in understanding. Additionally, Patton (2002) identified several characteristics which evolve from qualitative research, namely: it is detailed, it is rich in description, it is an in-depth inquiry, and it captures direct quotes about people's experiences.

3.2.3 Quantitative Research

Quantitative research is a type of educational research in which the researcher decides what to study; asks specific, narrow questions; collects quantifiable data from participants; analyses these numbers using statistics; and conducts the inquiry in an unbiased, objective manner (Creswell, 2008).

3.3   POPULATION

According to Welman et al. (2005), a population is a full set of cases, for example, organisations, people, products, firms, or market and events that are of interest to the researcher; from which the sample is taken. In this study, the population refers to 200 women of the MOD/NDF who have participated in peace-keeping and conflict management operations.

The population of this study consisted of female soldiers: NCOs, Junior and Senior Officers, in the MOD/NDF deployed within the Khomas Region. It consisted of female soldiers operating in different divisions such as: logistics, finance, administration, medic and communication. They were selected because the research was based on women and they had the relevant information required and could contribute to the completion of this study as they have either participated in the liberation struggle or peace-keeping and conflict management operations.

3.4   SAMPLE

Creswell (2008) defined a sample as a subgroup of the target population that the researcher plans to study for generalising about the target population. The sample is strongly linked to the population. It is the list of elements from which the sample is

actually drawn. The sample for this research is a section of NDF women of different rank parameters.

3.4.1   Sampling and Sample size

Creswell (2008) defined a sample size as the number *(n)* of items to be selected from the population to make up a specific sample. He further emphasised the general rule of thumb for selecting a large sample as possible from the population, as the larger the sample the less the potential error that sample will be different from the population. The basic idea of sampling is that by selecting some of the elements in a population, conclusions about the entire population can be drawn. The ultimate test of a sample design is how well it represents the characteristics of the population.

A purposive sampling was used to select the sample from the population and distribute questionnaires for data collection. Convenience sample involves selecting sampling units on the basis of their in-depth knowledge on the topic of research. Furthermore, a purposive sampling method was used to select four (4) Senior Officers from the population for interviewing. They were purposely selected because they hold key positions within the MOD/NDF, sit in strategic/decision-making meetings and have valuable information needed for the completion of this study.

A sample size of 60 women (20 responded each from DHQ, Composite Depot and 21 Brigade) out of 200 total population (see Table 1.2, p. 4), from different directorates and divisions were selected to serve as respondents for this study.

3.5   DATA SOURCES

There are two types of data sources, primary and secondary data (Creswell, 2008). Primary data is original data collected specifically for the purpose of the research in question. Researchers gather secondary data for their own purposes, which can be used for the purpose of the research question. Secondary data were obtained from internal and external sources organisation (for example, review of related literature from the library). This study has relied on primary research and secondary data as sources.

3.6   COLLECTION AND RECORDING OF DATA

Upon the formalisation of the research design (including the sampling plan), the process of gathering information from the respondents may begin (Creswell, 2008). Each method has its advantages and limitations. Therefore the researcher has to choose the most appropriate method. In this study the following methods, namely: self-administered structured questionnaires, unstructured interviews and tape recorder/noting were used for data collection. The researcher used the tape recorder/noting to capture information during interviews in order to recall the conversation for result interpretation and analysis.

Self-administered questionnaires are generally economical and quicker to complete. Additionally, interviewers are able to make important observations based on the quality of the interaction – whether the respondent had difficulty in answering certain questions, were hostile, and so forth. The unstructured interview was scheduled to last between 20 and 30 minutes.

3.6.1   Questionnaire design

An example of the questionnaire is attached as Appendices: B

The first step in the questionnaire design was to develop a preliminary questionnaire with questions developed from the primary research problem. Questionnaires were structured using a format of checklist and structure questions. The researcher designed the structured and checklist questionnaires in order to get information from various soldiers.

a. Pretesting the questionnaire

Before finalising the questionnaire, one final evaluation was conducted on the entire questionnaire. Such an evaluation was used to confirm that questions have been accomplished and what is expected of them. A pre-test involving a trial run of the data collection on a small scale was done in order to reveal questionnaire errors such as spelling and unclear of words and questions; before the actual research is launched. This was done on five respondents of the DHQ because they are closer to the researcher. Pretesting allowed for the identification of unclear question, determining the time required to complete one interview and it allowed rephrasing of questions if need be. It was important that pre-test participants are selected from the target population under study as their understanding of the questionnaires is an indication that other women will also understand it.

Before the questionnaire was administered, respondents were informed of the purpose of the pre-test and their cooperation was requested in spotting ambiguous and unclear words, phrases, and/or instructions; such as question flow, or other aspects of the questionnaire that seem confusing, difficult to understand, or otherwise pose problems. After the pre-test was completed, minor adjustments were subsequently made to the

questionnaire, and upon approval by the supervisor and course director to go for data collection (see Appendices, D & E), it was coded and printed and the researcher administered the questionnaires to selected participants. Questions of the same kind or that seek the same sort of information are grouped together. This was intended to extract information of a particular type. The various sections of the questionnaire were as follows:

Section A:

The majority of questions in Section A are close-ended questions. It required respondents to choose from a list of options. The first part of the questionnaire covered the demographic information of respondents.

Section B:

Section B of the questionnaire dealt with statements on experiences and challenges which women in peace-keeping and conflict management could face. Statements were developed and they were a mixture of positive and negative statements.

The 5-point Likert Scale, as shown below, was applied and measured responses that ranged from "disagree strongly" to "agree strongly". A value of 1 was taken as "strongly disagree" with the statement; a value of 5 was taken as "agree strongly" and the value of 3 represented a neutral feeling to the statement. A value of 2 thus indicates disagreement with the statement while the value 4 was indicative of agreement, for example:

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

The sum of these statements reveals the attitude towards or perception of a given subject or institution. The statement is closely connected with the subject and approximately half of them should be positive and other half negative.

The reason for using the Likert Scale technique was that instead of learning whether or not the respondent was favourably inclined toward an issue, one can also get a measure, reasonably and reliably, of the actual position on the continuum/range. However, this method is frequently criticised because a number of unique response patterns can result in the same total score (Creswell, 2008).

Section C:

Open-ended questions are included in questionnaires to obtain a description of the respondent's reaction in the respondent's own words. As each respondent's answer is somewhat unique, there might be some difficulty in categorising and summarising the answers. According to Creswell (2008), the disadvantage of the open-ended response question is that the researcher/interviewer's bias may influence the responses. Hence, the researcher reported the research findings fully and honestly, by not changing or altering the findings to satisfy the interest groups, in order to avoid bias.

3.6.2 Distribution of questionnaires

Self-administered questionnaires were distributed to purposively and conveniently selected female soldiers within the MOD/NDF and co-located units in the Khomas

Region, namely: DHQ, Composite Depot and 21 Brigade. And it was accompanied by an introductory letter (see Appendices A), explaining the purpose of the research and informing the respondent how to complete the questionnaire.

Participants were given sufficient time (two weeks) to answer questionnaires and allow time for the researcher to collect them on set-up date for analysing and interpretation. To those participants who did not respond to the questionnaire on time, a follow-up/reminder either by short messages, fax, phone call or e-mail was made. All sixty questionnaires handed out were returned; however, only fifty-eight of them were completed.

In order to avoid bias in data collection for this study and to ensure that all rank parameters were represented, the researcher selected ten NCOs, five junior officers and five senior officers, according to their rank and employment category MOD/NDF as respondents. A large number of NCOs were selected because most females fall in that rank category, women occupy lower-level positions in the peace-keeping mission (Ogunsanya & Mngqibisa, 2000) and at any deployment NCOs are always at a forefront of the operation. Further, four respondents were purposively and conveniently selected to participate in face-to-face interviews. Administration of data collection schedule is presented in Figure 3.1.

The interview was useful in verifying that the researcher's understanding and interpretation were correct. The researcher could refers to previous questions and get more information and in greater depth. Further interview interactions permited questions to be clarified and the researcher could follow up on ambiguous responses. During the

interview, the researcher also steered the subject towards the next subject of the questionnaires.

Table 3.1

Data Collection Schedule

Type of Instrument	Responded	Occurrence	Period
Check-list and Structure questionnaires	10 × NCOs, 5 × Junior Officers & 5 × Senior officers	1	June - July 2012
Unstructured interview	4 × Senior Officer	1	June - July 2012

Given that the researcher is well acquainted with all the participants, there was no need to create rapport before the interviews. However, interviewers were informed of the steps in the research process. The researcher conducted multiple face-to-face interviews, which were tape recorded with the participants' agreement. This was conducted at pre-arranged and conducive places in the bases. The interviews were semi-structured to generate deep reflection and rich dialogue (see Appendices C: Interview Guide Questions).

3.7   DATA ANALYSIS TECHNIQUES

Data analysis is the application of reasoning to understand and interpret the data that have been collected about a subject. For qualitative data analysis, this may involve determining consistent patterns and summarising the appropriate details revealed in the investigation (Creswell, 2008). It entails reducing accumulated data to a manageable size, developing summaries, looking for patterns and applying statistical techniques.

Immediately after the data were collected, the researcher analysed the data using the qualitative analysis procedure. The researcher kept on reading data from the structured questionnaires and summarised the interview several times in order to develop a deeper understanding of the information supplied by the participants. Data has been explored using preliminary exploratory analysis and coded in order to build themes that occur in the study.

The primary purpose of collecting data in any research is to answer questions. To be able to fulfill this obligation, the researcher analysed and interpreted data collected, in other words data were explained and given meaning. During this stage of the research process, data collected were converted into a format that can be used to inform the research problem. When data have been processed, they need to be prepared and then analysed. Data preparation is the process of extracting data from questionnaires so that these can be read and manipulated, for example, by computer software. During data preparation the data were validated, edited, coded, entered and then interpreted (Welman et al., 2005).

Data gathered through questionnaires and unstructured interview were compiled and categorised for interpreting and analysing. The researcher used the factual statements, table and graph (the pie-chart and bar graph) to interpret and analyse data gathered during the study. This graphic technique was used to make it easier and understandable for the reader of this study.

3.8   TRUSTWORTHINESS OF THE DATA

Welman et al., (2005) say that an effect or test is valid if it demonstrates or measures what the researcher intends to measure. Specifically, validity means that the individual's scores from an instrument make sense, are meaningful, and enable the researcher to draw good conclusions from the sample he/she is studying from the population (Creswell, 2008).

Since the researcher is interpreting the lived experiences of the participants, the researcher wishes to be evaluated on the trustworthiness of his/her interpretations. According to Welman et al., (2005), this involves conformity, dependability and transferability, while Schwandt (2007) urges that other important criteria are authority and authenticity.

a. **Conformity**

Conformability as an approach to increase objectivities and attain integrity is the ability of others to satisfy themselves that the research was carried out in the way it is described. The technique to ensure this is a record of the data collected (recordings, transcripts, notes), all of which are included in this research (sees all Appendices).

b. **Dependability**

Dependability relates to the ability of other researchers to carry out the same study and achieve similar results.

c. **Transferability**

Transferability refers to the extent to which the research findings can be transferred and replicated beyond the case study (Yin, 2003). Positivist (or quantitative) research carries out statistical generalisation, whereas post-positivist (or qualitative) research, such as implemented in this study, carries out analytical transferability in which findings are transferable to broader theories found in literature.

3.9   RELIABILITY OF MEASUREMENT AND RESULTS

According to Welman et al., (2005), reliability refers to the consistency and stability of a score from a measurement scale that is whether the result in the survey could be duplicated in similar surveys. Reliability means that scores from an instrument are stable and consistent (Creswell, 2008). Measures are able to produce such stable scores if they are not strongly influenced by random errors. A measure can be reliable, but not valid. However, if a measure is not reliable, it cannot be valid (Mitchell, et al; 2002). Welman et al (2005, p 145) therefore refer to reliability as a consistency of scores irrespective of time of measurement, the test used, and the person administering the test.

The level of the English language used as well as the structural format of the questionnaire made it easier for the respondent to understand and answer the questions in order to provide the researcher with appropriate and credible information useful for this study. Soldiers are subjected to MDC and falsifying information in official documents is an offence, therefore the researcher assumes that information gathered through questionnaires as an instrument for collecting data is reliable.

The researcher believes that reliability was necessary for validity and easier to achieve than validity. Although reliability was necessary in order to have the validity

measure of a concept, it does not guarantee that a measure will be valid. A measure can produce the same result over and over if it is reliable, but it may not match the definition of the construct (i.e. validity). To ensure validity and reliability, questionnaires that indicated *"no response"* will not be rejected.

3.10   ETHICAL CONSIDERATION

The researcher respected the rights of the participants by ensuring that their anonymity and confidentiality were considered. Participants were not forced to take part in the study and those who wanted to withdraw were allowed to do so. Before commencing the interview, the researcher first asked the participants if they could be recorded on tape or if the researcher could take notes. Participants were informed of the steps in the research process. The researcher conducted multiple face-to-face interviews, which were recorded based on the participants' consent.

Permission to conduct research and entering restricted sites were respected and honoured by requesting authorization from the Permanent Secretary (see Appendices, D) and the base commander.   Furthermore, the researcher reported the research findings fully and honestly, by not changing or altering the findings to satisfy the interest groups. Studies completed by other researchers were fully acknowledged. In order to gain excess and conduct a study within the military restriction area, unit Commanders were presented with the authorization letter from the Permanent Secretary which permitted the researcher to conduct the study. The development of the questionnaire was found in the information about women's challenges in peace-keeping and conflict management that related literature reviewed.

3.11   SUMMARY

Chapter three of this study focused on the research design and methodology. It is based on the way the researcher got relevant information from the respondents by administering questionnaires for them to express their view and understanding on women's challenges in peace-keeping and conflict management.

After the theoretical studies, an empirical investigation was performed in the form of interviews with female Commissioned Officers and NCO's Military Officers who either participated in the liberation struggle or peace-keeping operations, to highlight their experiences and observations in military missions at a national, regional and international level. The interviews were examined with respect to the outcomes of theoretical studies. Data collected were treated confidentially.

In this chapter only a few methods and techniques were discussed in order to create scientifically obtained knowledge by using objective methods and procedures. In this particular study relevant and applicable methods and research techniques will be used to investigate and test the research problem and objectives. In order to be able to investigate the research problem and objectives, a thorough and formal methodology was used. The population was identified from which the sample was derived. A preliminary questionnaire and then the final questionnaire were drawn up, approved and distributed. The results were recorded on computer, edited, coded and analysed. In the following chapter the research finding, the analysis and interpretation of data are presented with the aim of working towards achieving the objectives and aims of the study.

CHAPTER 4 FINDINGS AND DISCUSSION

4.1   INTRODUCTION

This chapter describes the analysis and study results in order to furnish answers to the three main research questions that underpin this study.

The aim of this study is to investigate and describe the experiences and challenges of women soldiers in peace-keeping missions. This research further aims to enhance the understanding of the challenges that stand in the way of realising the goals of achieving a gender balance in peace development, and taking into account peace-keeping operations, the recruitment of women, preparation, training and capacity-building activities for peace-keeping operations.

4.2   RESULTS FROM RESPONDENTS

This section presents results from self-administered questionnaires and from the in-depth interviews. Of the 60 distributed self-administered questionnaires, 58 were completed and returned as depicted in table 4.1. This resulted in a return rate of 96% that could be considered as acceptable. The overall response rate was sufficient to accept the samples as a true reflection of the population. Section A presents responses from the self-administered questionnaires while section B displays the result from the interviews.

Table 4.1
Response rate

Rank parameter	Targeted Respondents	Response Frequency	Percentage %
Senior Officers	15	14	93
Junior Officers	15	15	100

Others	30	29	97
Total	**60**	**58**	**96**

96% of the total respondents (n=58) completed the questionnaires, probably due to the fact that soldiers are likely to obey commandments.

Section A: Results from self-administered questionnaire

4.2.1 Demographics

The first two questions in Section A of the questionnaire related, inter alia, to demographic information of respondents and refer to the following:

- age categories;

- ethnic groups,

These two aspects are presented in Table 4.2 below.

Table 4.2
Demographics data of the respondents

Demographics data		Frequency	Percentages
Age categories	25 and below	03	5.17%
	26 – 35	10	17.24%
	36 – 45	30	51.72%
	46 and above	15	25.86%
Ethnic groups	Black	56	96.55%
	Coloured	02	3.44%

According to the Table 4.2, the majority of the respondents 96.55% (n=56) were black while coloured made up only 3.44% (n=2) of the respondents. A total of 30 of the respondents were between the ages of 36-45 (51.72%), followed by the age group of 46 and above with a total of 15 (25.86%). Respondents of ages 26-35 as well as 25 and below were 17.24% (n=10) and 5.17% (n=3) respectively.

Section A of the questionnaires also comprises the background working information. The following were included:

- rank parameter;

- number of years serving in the MOD/NDF;

- participation in the liberation struggle;

The background working information of respondents is presented in Table 4.3 below.

Table 4.3
Background working information

Background working information		Frequency	Percentag
Rank parameters	Senior Officers	14	24.13%
	Junior Officers	15	25.70%
	NCOs	29	50%
Number of years serving in MOD/NDF	Fewer than 5 years	03	5.17%
	06 – 10 years	12	20.68%
	11 – 15 years	18	31.04%
	16 years and above	25	43.10%
Participant in the liberation struggle	Yes	38	65.51%

	No	20	34.4

A total of 29 respondents (50%) were NCOs, while Junior Officer and Senior Officers were 15 (25.70%) and 14 (24.13%) respectively. Twenty-five of the respondents (31.04%) indicated that they have served in MOD/NDF for more than fifteen years, eighteen of them (20.68%) have served between 11-15 years, while 20.68% (n=12) and 5.17% (n=3) have served between 6-10 and fewer than five years respectively. According to Table 4.3, 65.51% of the respondents (n=38) participated in the liberation struggle, while others did not.

4.2.2 Affirmative Action

Respondents were asked if affirmative action for women is an appropriate instrument for achieving gender equality in MOD/NDF and the replies are presented below in Figure 4.1.
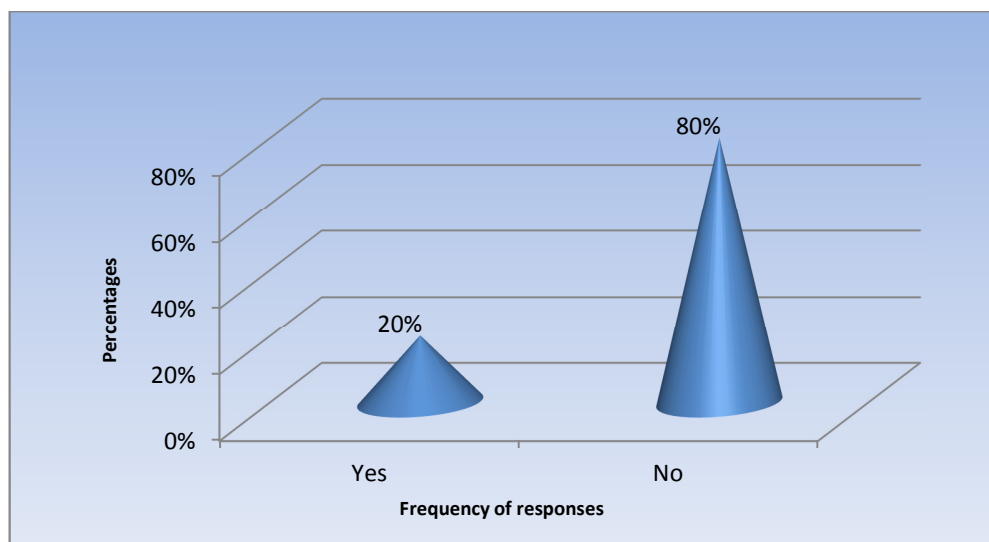
Fig. 4.1: *Affirmative Action*

Only twenty percent (n=11) of respondents confirmed that affirmative action is an appropriate instrument for achieving gender equity within MOD respectively, while 80% (n=46) indicated that it is not an appropriate instrument.

4.2.3 Differences between women and men

Respondents were asked whether the biological, social and cultural construct differences between women and men must be taken into consideration during military training. The responses are presented below in Figure 4.2.
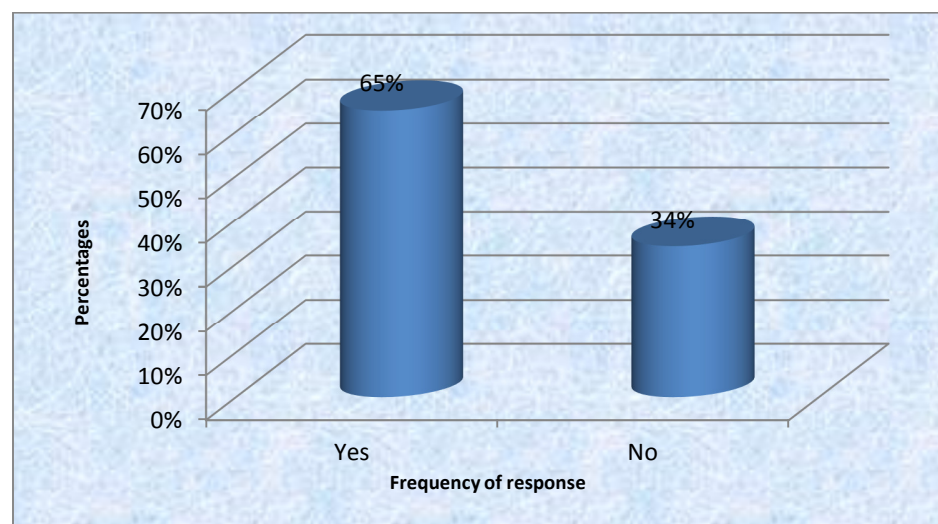
Fig. 4.2: *Differences between women and men*

The majority, sixty-five percent (n=38) of respondents indicated that biological, social and cultural construct differences between women and men should be taken into account during military training, while 34% (n=20) did not think so.

4.2.4 Soldiers' role in peace-keeping

Respondents were asked if women play an important role in peace-keeping and conflict management and what specific role they play. The responses are presented below in Figure 4.3.
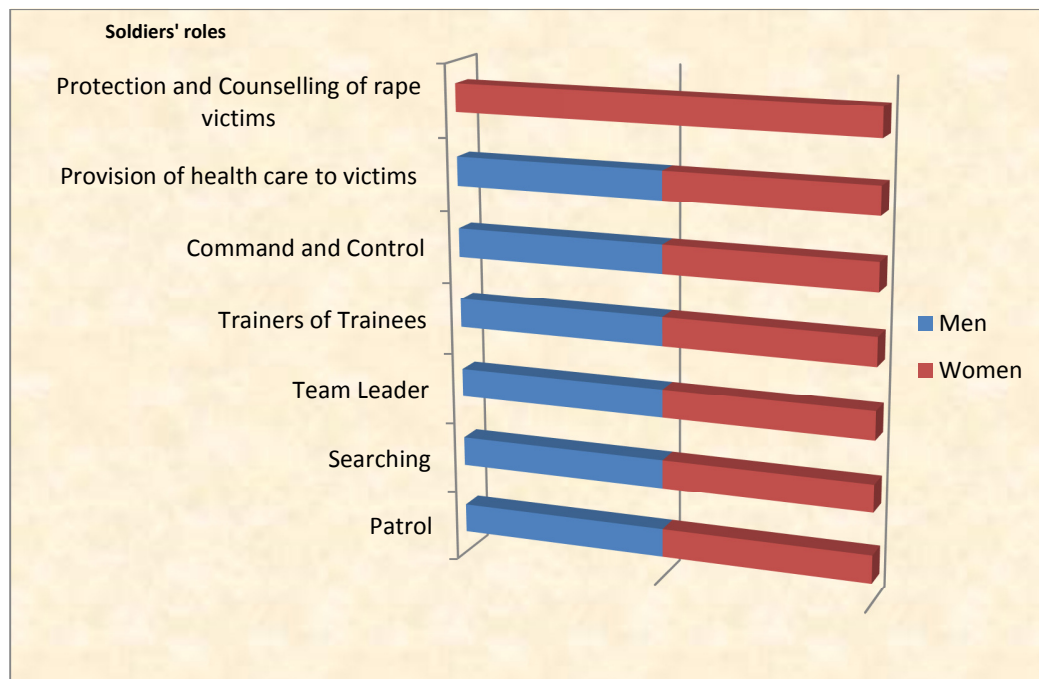
Fig. 4.3 *Soldiers' roles during peace-keeping*

Both respondents affirmed that women play important roles during peace-keeping and conflict management just like their males counterparts. Roles played included patrolling, searching, and being a team leader, trainer of trainees (TOT), command and control as well as providing health care to victims of conflict. Additionally, women play a major role in conflicts by providing protection and counseling to rape victims.

4.2.5   Military facilities in mission area

Response as to whether military facilities in mission areas are well organised in
ways that cater for the needs of both men and women are presented below in Figure 4.4.
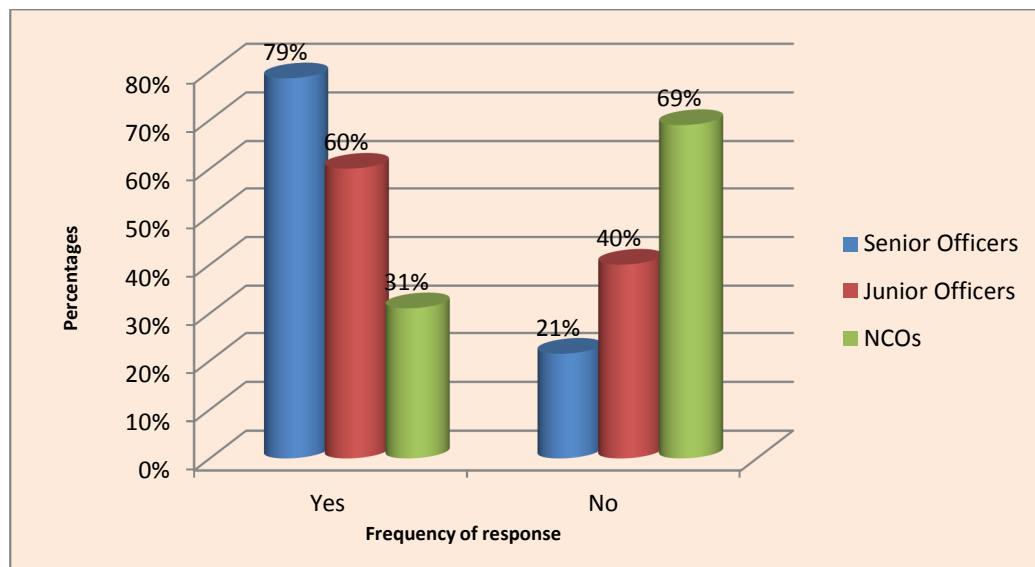
Fig. 4.4 *Military facilities in mission area*

According to the Fig. 4.4, 78.57% (n=11) of Senior Officers, 60% (n=9) of Junior
Officers and 31.03% (n=9) of Non-commissioned Officers stated that military facilities in
mission areas are well organized in such a way that they cater to both male and female
needs. In contrast, 21.43% (n=3) of the Senior Officers, 40% (n=6) of Junior Officers and
68.97% (n=20) of NCOs indicated that they do not cater for all needs.

4.2.6   Sanitation

Responses as to whether women's hygiene and remedies for self-treatment of
menstrual symptoms are incorporated in the operational kit issued are presented in Figure
4.5 below.
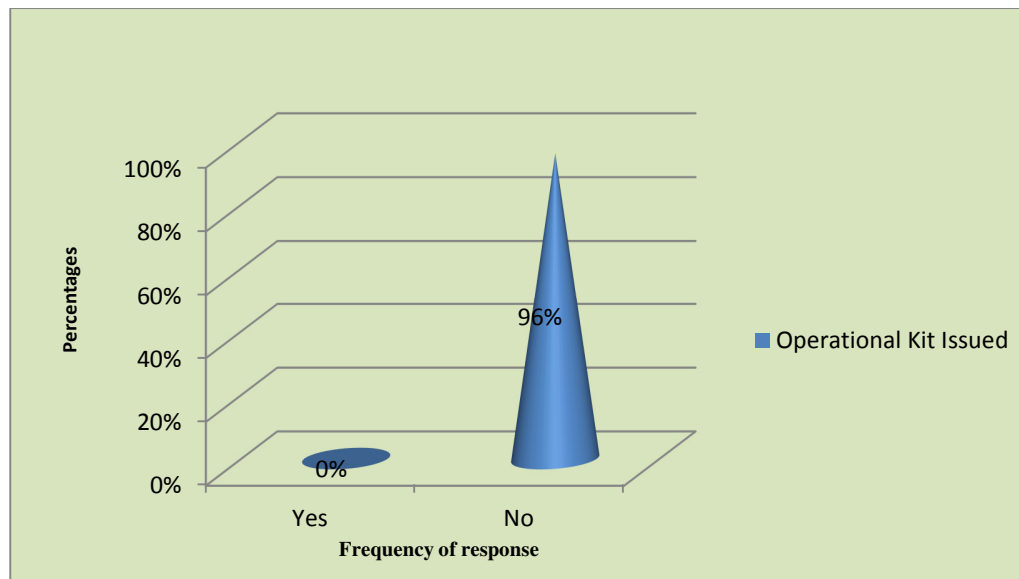
Fig. 4.5 *Operational kit issued*

All respondents (n=58) indicated that women's hygiene and remedies for self-treatment of menstrual symptoms are not incorporated in the operational kit.

4.2.7 Challenges faced by women in peace-keeping mission

Respondents were also asked if there are any challenges which women encounter during peace-keeping operations. The responses are presented in Figure 4.6 below.
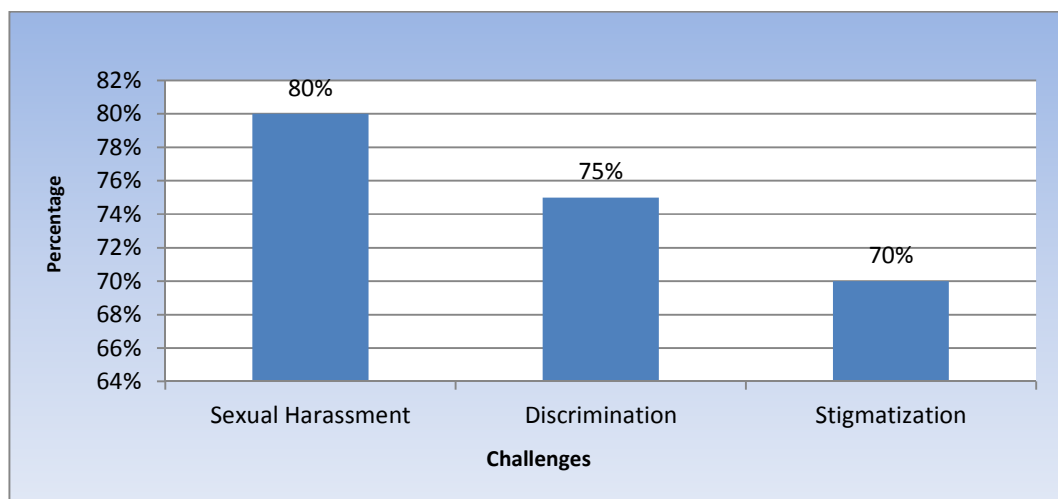
Fig. 4.6: *Challenges faced by women*

Respondents cited several challenges such as: sexual harassment, discrimination and stigmatisation as some of the challenges faced by women in operation. Stigmatisation, sexual harassment and discrimination were mentioned by respondents with 82% (n=48), 75% (n=45) and 70% (n=41) respectively.

Other forms of challenges which were mentioned include: misogynistic attitudes having to do with the envy, dislike and even hatred from male colleagues and the difficult relationships with other women at the same level as depicted in Figure 4.7 below.

Experience by women in peacekeeping mission

- 11%
- 25%
- 28%
- 32%

- ■ Misogynaistic Attitude
- ■ Dislike
- ■ Hatred
- ■ Difficult relations with other women
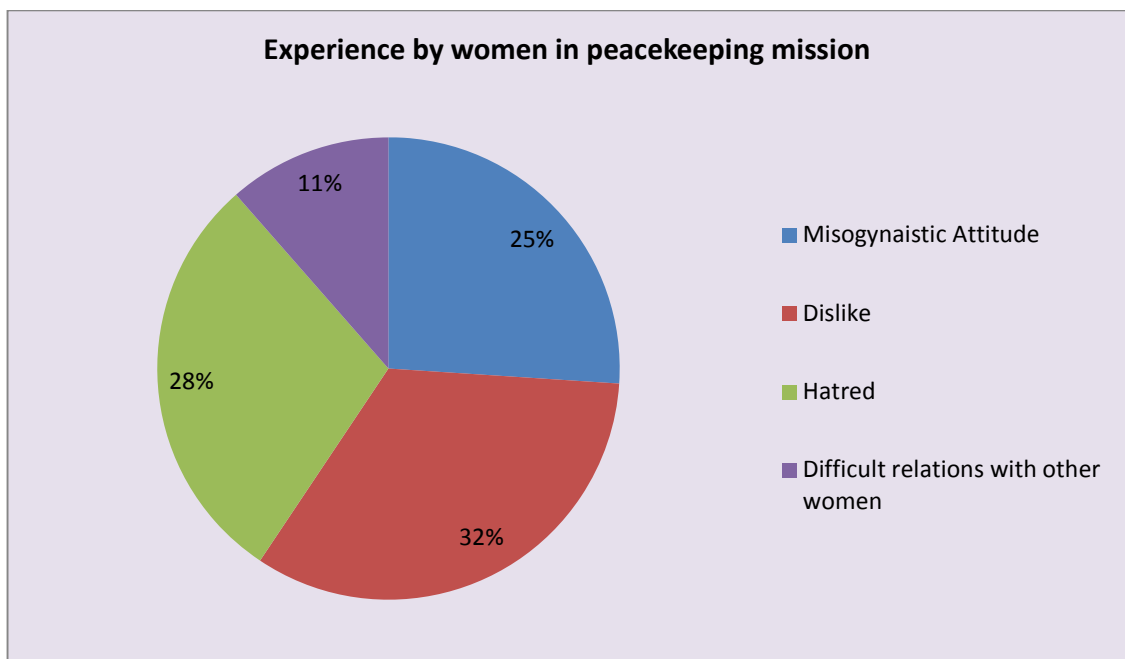
Fig. 4.7: *Other forms of challenges*

4.2.8   Suggestions to minimise challenges

To minimise challenges experienced by women in peace-keeping and conflict management operations respondents suggested the following as in Figure 4.8 below.

Suggested solutions

Fig. 4.8: *Suggestions to minimise challenges*

4.2.9 Policies in place in MOD/NDF

Respondents were also asked to agree or disagree with the statement that "despite numerous policies in place, such as Sexual Harassment Policy, Defence Policy and HIV/AIDS Policy, to improve and maintain the employment status specifically for women, these initiatives have not produced significant change within the MOD/NDF as well as during its operation".

About 48% of the respondent (n=29) of all rank parameters agree with the statement, 35% (n=20) of respondents have disagreed, while 15% (n=9) can neither agree nor disagree with the statement.

4.2.10 Strategies to encourage women

Respondents were asked what should be done to encourage more women to participate in peace-keeping missions. The results are shown in the Figure 4.9 below.
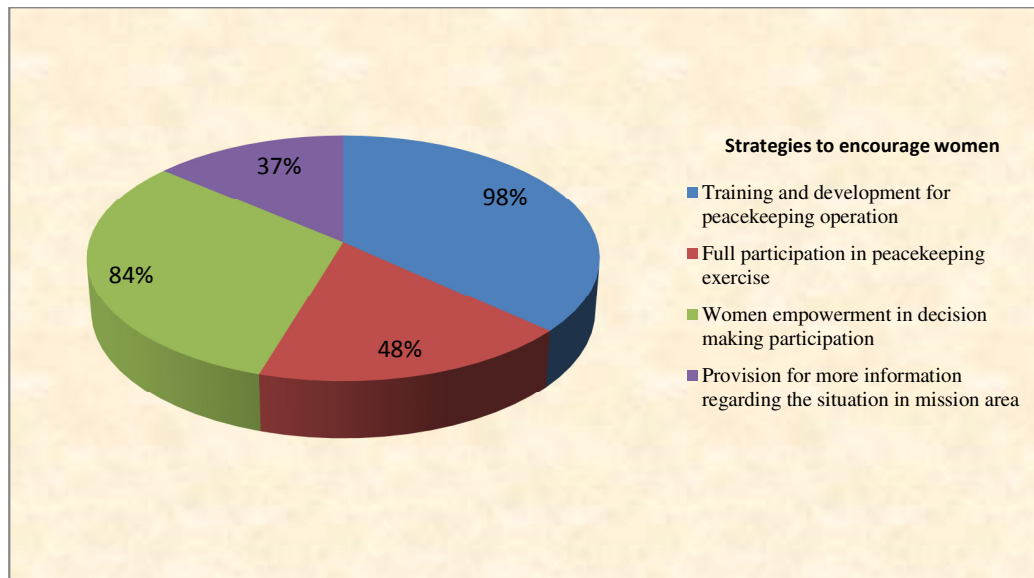
Fig. 4.9: *Strategies to encourage women*

Respondents mentioned the following approaches as ways to encourage more women's participation in peace-keeping mission: 98% (n=57) stated training and development for peace-keeping operation, 84% (n=49) indicated women's empowerment in decision-making participation, 48% (n=28) cited full participation in peace-keeping exercises and 37% (n=22) for the provision of more information regarding the situation in mission areas.

4.2.11 Self-development

Respondents were asked what they think women should do to develop themselves and enhance their potential for peace-keeping deployment possibilities and the responses are depicted in Figure 4.10 below.
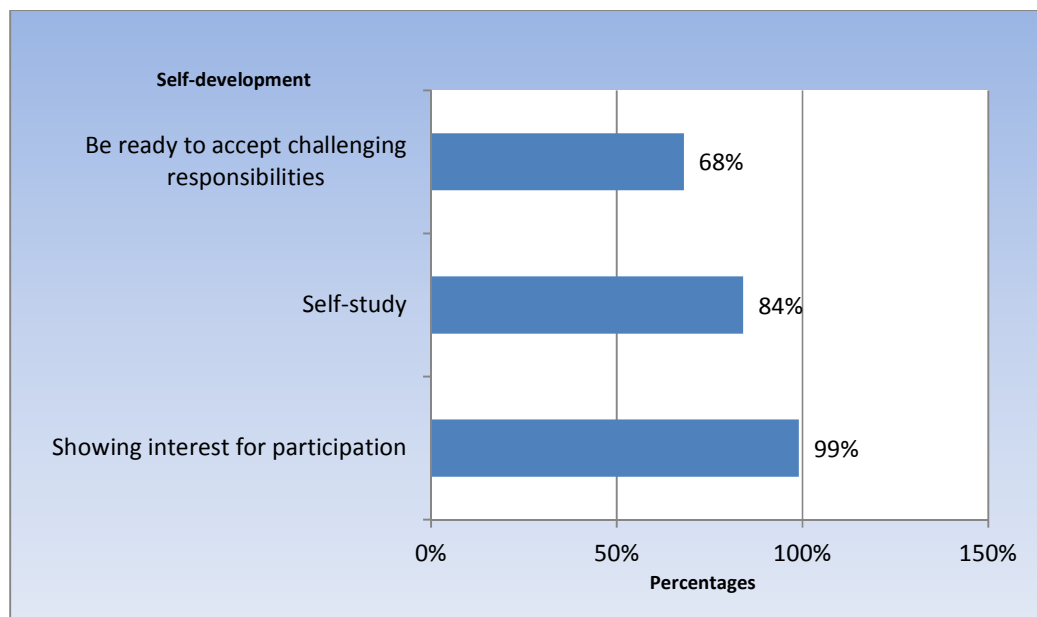
Fig. 4.10: *Self-development*

Responses as to what women should do in order to develop themselves and enhance their potential for peace-keeping deployment possibilities were as follows: the majority, 99% (n=57) mentioned showing interest to participate and 84% (n=49) self-study respectively, while sixty-eight percent (n=39) indicated being ready to accept challenging responsibilities.

4.2.12 Women's empowerment and competence

Participants were asked either to agree or disagree with the following statements with regard to women's empowerment, competence and performances. The results are presented in Table 4.4 below.

Results from Table 4.4 below indicate that a total average of 33% of all respondents strongly agreed with the above statements, 32% have agreed, 37% could

neither agree nor disagree with the statements, 13% have disagreed with the statements

while 8% have strongly disagreed with the statements.

Table 4.4
Women's empowerment and competence

Statements	Rank parameter	Strongly agree	Agree	Neither agree nor disagree	Disagree	Str dis
1. Women are not preferred in some positions e.g. Company/Battalion Commanders because of security perception about competence.	Senior Officers (n=14)	23%	43%	14%		14
	Junior Officers (n=15)	27%	13%	53%	7%	
	NCOs (n=29)	14%	17%	68%		
2. A culture of women's empowerment in MOD/NDF will result in attracting and retaining the best and most competent people.	Senior Officers	64%			28%	7%
	Junior Officers		60%	40%		
	NCOs	34%	52%		14%	
3. Lack of women in senior management position and their poor presentation at high level of decision-making result in ineffective discussion of women's issues affecting them.	Senior Officers	41%	29%			
	Junior Officers		73%	27%		
	NCOs	31%	69%			
4. Women in MOD/NDF are either considered too old or too young to compete with their male counterparts for promotion.	Senior Officers	36%	29%	7%	29%	
	Junior Officers	7%	33%	40%	20%	
	NCOs	7%	31%	68%		
5. Female officers need to be better educated to compete in significant	Senior Officers	64%	21%		7%	7%
	Junior Officers	86%	7%		7%	7%

numbers with men.	NCOs	34%	34%	31%		
6. The lower number of female military peace-keepers is a reflection of the number of females in armed forces of the contributing countries.	Senior Officers	29%	43%	21%		7%
	Junior Officers	67%	27%		6%	
	NCOs	34%	26%	34%	3%	
Total Average Percentages		**33%**	**32%**	**37%**	**13%**	**8%**

<u>Section B:</u> **Result from in-depth interviewees**

4.3 RESULTS FROM INTERVIEWEES

This section presents results from the key informants. Questions that serve as the basis for the quantitative segment of this research were designed to focus on women's general state of affairs in the MOD/NDF, specifically during their deployment in peace-keeping and conflict management situations. All four selected participating interviewees, equaling to 100%, bring about answers to all questions posed to them.

4.3.1 Gender equality in MOD/NDF

Respondents pointed out that gender equality is not fully or systematically put into practice at MOD/NDF as those entrusted to address and implement it, do not understand it or have not taken it to heart. They expressed concern that people complicate the understanding between gender equality and human being biological builds.

Respondents believed that, although gender mainstreaming seeks to eliminate gender based discrimination in policies and programs, early evidence shows that various peace-building and reconstruction institutional frameworks and their application continue

to fail to address fundamental gender roles and associated power dynamics that lay the foundation for existing gender discrimination.

4.3.2   Women's empowerment

Responding to the question regarding women empowerment and participation in decision-making, interviewees confirmed that women are less represented in meetings and forums where strategic planning and decision take place. They believed that extra females are needed to be empowered and positioned at strategic level in order to augment issues affecting women, who need to be considered in general operation and management of the force as well as when deploying soldiers for the mission.

The findings confirm the fact that women are willing to abandon gender role expectations and mould themselves into managerial roles as stated by one of the participants. The participant further pointed out that it is vital to have women in top positions within the military units, while also having substantial numbers of women within the organisation at large. It was emphasised that it was crucial to have female role models of high military ranks.

4.3.3   Posting of women in foreign lands

The participants believe that being in a foreign country is difficult for both men and women. They pointed out particular challenges encountered when operating in foreign lands, such as being away from families and friends; coping with new and unfamiliar environments; adjusting oneself to other countries' cultures, norms and traditions; as well as language barriers, which make it difficult to communicate.

Furthermore, all interviewees highlighted that no matter how difficult the situation is, serving in foreign missions is exciting and worth undertaking because of the contribution they are making to bring about peace and development and the impact they have in the lives of women and children in war-torn countries. *"You will forget about your own challenges once you see how people in war zone are suffering. Just imagine, a woman carrying her baby on her back travelled for days without water and food and when she arrived at the checkpoint or center the child is dead,"* stated one interviewee.

4.3.4 Pre-deployment and post-deployment

Responding to what should be done during pre- and post-deployment they stated that, to minimise women's challenges in peace-keeping and conflict management missions, a lot needs to be done to ensure that troop contributing countries adopt the UN set standards by providing sufficient and needed equipment and materials which are conducive and suitable to both males and females. Furthermore, one female officer mentioned that pre- and post-deployment information sharing should be rigorously conducted to address and rectify issues that have been experienced or that are believed to confront soldiers on missions.

Another interviewee believed that women in MOD/NDF need to be empowered, trained and mentored in order to know how to overcome challenges that might face them during military operations and throughout their lives.

4.3.5 Experience in peace-keeping mission

Both participants explained their experience in peace-keeping missions as challenging, heartbreaking and at the same time exciting. They highlighted the importance of good command and control of the soldiers placed under them, the involvement of their subordinates in operational decision-making as well as listening from their suggestions because good leadership is about involving and consultation.

They also mentioned that they learned how to carry out their tasks with diligent and full commitments. *"My experience as a peace-keeper taught me how to care about others, not being judgmental about other people's cultural background and that weapons are not the means to end war and conflict,"* echoed one interviewee.

4.4   DISCUSSION OF THE RESULTS

This section presents the discussion of the result both from the questionnaires and key informants.

4.4.1   Demographic information

Although this information does not directly contribute to any of the objectives of the study, it is interesting to note that Namibian female participants in peace-keeping and conflict management mission were equally a representation of commissioned and non-commissioned officers, predominantly black, 25 of age and above. The research found out that no female officers from the white ethnic group have participated in peace-keeping and conflict management. The researcher believes that this is due to a low turnout of white female recruitments in the NDF.

Only thirty-eight of the respondents indicated that they participated in the liberation struggle, the rest did not. This gives an indication that not only members who

have experience in war situations during the liberation struggle, but also the young and those trained after independence, participated in peace-keeping and conflict management operations (MOD, 2011).

4.4.2 Affirmative action

Women's empowerment and effective gender equality implementation reduce challenges facing women in peace-keeping and conflict management (Cox, 2004). The study revealed that men feel more threatened by women when they are progressing or being promoted, hence they conduct covert forms of discrimination as a way of discouraging females to take up greater responsibilities; such as being unit commanders. The practical implication of these findings is that female soldiers in the MOD/NDF are not given the same opportunities as men in the work setting. One barrier that keeps women from the highest ranks is their inability to serve in combat units (Carey, 2001) as promotion and job opportunities have preferred those with battlefield leadership credentials.

4.4.3 Military facilities

This study found that the area of deployment as well as the environmental situation where the mission is taking place has an influence on the living standard of the people. This was revealed by the response from 68% respondents who are both non-commissioned officers that military facilities in mission areas are not well organised in such a way that cater for the needs of both men and women. This insight informs more broadly that junior and senior officers are placed at or they operate in favourable environment compare to other ranks.

The study also revealed that the working environment especially in peace-keeping is not fair, equitable and conducive for female officers compared with their male counterparts. Mostly, women had to use port-a-potties during the day, which presented challenges due to the cramped space and lack of sanitation (Trego & Jordan, 2010).

4.4.4 Sanitation

Menstruation causes disturbance in the daily life of women (Trego & Jordan, 2010). The researcher was surprised to find out that even though the armed forces is one of the organisations that ensure that their members are fully equipped before they are deployed to any mission (Heinrich, 2006), managements in the MOD/NDF have overlooked crucial women needs, such as the provision for women's hygiene and remedies to self-treatment of menstrual symptoms, to be incorporated and made part of the combat kit issue. If the combat kit issue does not include sanitation products for women, it compels female officers to acquire them at their own cost and carry them aside for utilisation when the need arises.

Although there are signs that menstruation is awkward for military women who have been deployed (Trego & Jordan, 2010), until recently, there has been relatively minor research on menstruation in this environment or use of continuous contraception to manage it.

Another aspect that came up from the ninety-six percent of the total responses was the fact that facilities and other equipment, such as the safety vest, have not been made to fit women. Women end up wearing vests that are too large for their bodies, this is not only

uncomfortable, but is also a safety risk, because the vests are not as tight as they should be to provide maximum protection.

4.4.5   Challenges

The findings of this study provide evidence that woman in the military encountered challenges such as discrimination, sexual harassment and stigmatisation, among others. The results also indicate that stigmatisation and discrimination occur more amongst senior officers than junior officers and NCOs.

Surprisingly, sexual harassment was recorded as the highest challenge or experience encountered by women in the MOD/NDF in general and during the peace-keeping and conflict management missions. Sexual harassment is a critical threat to gender equality, women's empowerment, and full participation within armed forces (Heinrich, 2006; Ogunsanya & Mngqibisa, 2000). According to the results, all fifty-eight participants have indicated that rape and other forms of sexual violence in armed conflict are widespread and women generally are the victims.

4.4.6   Women's role in peace-keeping and conflict management

Women contribute to peace-keeping missions in various ways. Yet, their contributions are usually unnoticed as they are considered primarily as women. The researcher believes that as peace-keeping has advanced to incorporate a wider humanitarian approach, women have gradually become part of the peace-keeping family (Pillay, 2006). Women are deployed in all areas such as the military, police and civilian areas and have made a constructive impression on peace-keeping environments, both in supporting the role of women in building peace and protecting women's rights.

The results affirmed that women peace-keepers can equally perform the same roles effectively and under the same difficult conditions as their male counterparts (UN DPKO 2010). This analysis confirms that although fewer women participate in deployment of foreign missions (Chinwe-Nwoye 2008), they actively a plays vital role and contribute equally to the peace process. Additionally, women play a crucial role of being confidantes of raped victims by providing protection and counseling. Women officers have comparative advantages of interacting with the local population on matters such as sexual exploitation, abuse and violence (Paffenholz, 2006; Pely, 2012).

4.4.7 Gender equality in MOD/NDF

Gender equality is defined as a way the society values both the similarities and the differences between women and men, and the roles they play (GRN, 2010). Men are still reluctant to accept the idea of women being on top and being involved in strategic decision-making as well as entering jobs which were previously dominated by males. Unless the confusion of the difference between gender equality and the human being biological constructs is cleared, the national gender policy will not have an effect and successful implementation within the MOD/NDF.

Gender equality and women's empowerment can only become effective once all stakeholders put more efforts into implementing the process. If the MOD/NDF is serious about peace then it should also be serious about gender equality, hence it is time to take big steps, to look sincerely into the basis of what holds humanity together and to uncover the matters that lie below the surface for the realisation of gender equality within the force.

4.4.8   Women's empowerment

Women's empowerment will increase their participation in decision-making (Chinwe-Nwoye, 2008). The study has shown that despite the fact that women are formally excluded from planning and decision-making, peace-keeping and conflict management process, they actually participate in these military operations formally, but significantly. Al-Dajani (2007) said that African women are ready to lead but social beliefs and attitude hinder their quest. The findings confirm the fact that women are willing to abandon gender role expectations and mould themselves according to the directions of the managerial role as stated by one of the interviewees.

Lastly, interviewees pointed out that mechanisms should be put in places that make it attractive for military personnel, specifically women, to stay in the military as highly qualified men and women within the ranks of the armed forces are also attractive to the civilian private sector. Al-Dajani (2007) defined women's empowerment as "a constant, on-going practice involving improved capabilities to control choices, decisions and actions" (Al-Dajani, 2007). The results tell that little attention has been paid to the development of human resources in MOD/NDF (MOD 2011), which includes women's empowerment and training development. It is therefore crucial to analyse and follow the development of female leadership within MOD/NDF and try to understand and communicate what women would gain by staying in the military system instead of taking up potential offers elsewhere.

4.4.9 Women posted in foreign lands

Being posted to a foreign country has benefits and challenges and this affects both women and men. Participants have experienced and learned a lot from working in foreign environments as peace-keepers. They feel the impact they are making in the lives of those affected by the war outpace the challenges they are experiencing; such as being way from their loved ones. Posting women in peace-keeping and conflict management missions will contribute toward peace achievement, hence difficulties encountered by women need to be mitigated to allow for their full participation as sustainable peace will not be achieved without the full and equal participation of both men and women (UNAC, 2007).

4.4.10 Pre-deployment and post-deployment

Pre- and post-deployment training is important for combat readiness. The MOD/NDF has to conduct pre- and post-deployment training for peace-keeping operations on a regular basis to ensure that soldiers, specifically women, are ever ready for deployment. Participants echoed the need to adjust operation materials and equipment as well as improving military facilities for conducive utilization by women. Items supplied should also be of good quality, adequate and according to the set standards.

4.4.11 Experience in peace-keeping missions

From the responses of the interviewees, it is clear that women feel acknowledged valued and are making meaningful contributions toward peace restoration and enforcement. Endowed women possess enhanced self-confidence, self-assertiveness, inspiration, ambition and persistence (Cox, 2004; Chinwe-Nwoye, 2008). Hence women should be given the opportunity to present their credentials. Participants experienced

challenges during peace-keeping operations; however, they took pride in themselves for being exemplary to their subordinates and being good leaders.

4.5   LIMITATIONS OBSERVED

Biases might exist between the opinions of members of the sample frame and the population. However, it is assumed that the views of the sample frame used represent the opinions of knowledgeable women in the Namibian Defence Force sector. Self-administered questionnaires are generally economical and quicker to complete. However, respondents were reluctant to report what they considered as confidential information. Alternative respondents omitted answering certain questions if they faced some hurdle in recalling certain details. Face-to-face interviews offered a number of advantages. They produced fewer incomplete questionnaires, the questions were clarified and it was a more effective method than administered questionnaires in collecting confidential information. Additionally, with interviews the researcher was able to make important observations based on the quality of the interactions – whether the respondent had difficulties in answering certain questions, were hostile, and so forth. On the other hand, interviews were very costly, required intensive monetary and no-monetary resources, and were also very time-consuming.

Twenty years after independence, there is little information on the life of military women in Namibia. There is a lack of literature on military professionalism and women's contribution to military operations in Namibia particularly, because no study has ever been conducted on this issue. Reasons for this deplorable lack of research on the military might

be the result of fear of breaking the cultural walls built around the military and military matters.

4.6   SUMMARY

Women play a crucial role as advocates for change in building the capacity of communities to prevent new and recurrent violence. The role of women is even greater when they are involved during the early stages of peace-keeping missions. Yet, women are often marginalised from mission planning, peace negotiations, and implementation of peace processes. The result shows that despite challenges encountered in peace-keeping missions they are proud to serve along with their male counterparts and contribute towards peace development in the region and the world at large.

CHAPTER 5 CONCLUSIONS AND RECOMMENDATIONS

5.1   INTRODUCTION

In the previous chapter the research findings of the study were discussed. This chapter focuses on the conclusions and recommendations. The research objectives of the study are also revisited.

As stated in the introductory chapter, the objectives of this study were to:

- Investigate and describe the experiences and challenges of women in uniform in peace-keeping missions.

- Determine whether women's empowerment will increase their participation in decision-making, peace-keeping and conflict management.

5.2   CONCLUSIONS

The researcher made conclusions relating to the overall objectives and are derived from the findings of the study in chapter 4.

Objective 1: Investigate and describe the experience and challenges of women in uniform in peace-keeping missions.

Women's experience in peace-keeping mission is challenging, heartbreaking and sometimes exciting. They witnessed hardships, horrors and difficulties that other women, girls and boys as well as men in war torn countries went through as a result of conflict (Chinwe-Nwoye, 2008). Besides that, women in peace-keeping deployment are more committed to carry out their roles with attention (Chinwe-Nwoye, 2008). Because of this experience, women in uniform are more zealous and willing to participate in peace-

keeping missions together with their male counterparts in order to put an end to the conflicts and restoration of peace in sister countries.

Female soldiers deployed both in peace-keeping and conflict management as military or police officers made a positive impact in the mission environments, both in protecting human rights and supporting women in building peace. Women serving in the military and peace-keeping operation missions are marginal and have fewer opportunities for peer support (Carey, 2001), leading to feelings of isolation and lack of empowerment.

Women in the military operations face challenges that may differ from their male colleagues. They are often subject to Sexual and Gender Based Violence (SGBV), sexual harassment or assault, discrimination and stigmatisation (Ogunsanya & Mngqibisa, 2000; Scharffscher, 2011). Consequently, the human rights of women in general are violated during conflict to the point where sexual violence against women is referred to as a "weapon of war" (Heinrich, 2006).

Both male and female soldiers operate in harsh and demanding conditions during peace-keeping missions (Trego & Jordan, 2010) and this creates a challenge specifically when it comes to women's hygiene.

Military facilities as well as sanitation in mission areas are not greatly conducive for the utilisation especially by women. Furthermore, the logistic military operation has overlooked the importance of incorporating women's hygiene and self-treatment of menstrual symptoms in the operation kit issued (Trego & Jordan, 2010).

Serving in the military is more than an individual profession (Pillay, 2006); it also has a culture of common beliefs, practices and experiences. Soldiers have an exceptional

culture. Frequent moves, non-traditional work hours and long absences of the deployed parent are common among military officers and women are no exception.

Objective 2: Determine whether women's empowerment will increase their participation in decision-making, peace-keeping and conflict management.

Regardless of the Government prompted efforts to equalise opportunities both for men and women at all levels of the society, results show that there are visible unequal opportunities between male and female members at the top and middle management of the MOD/NDF. The prolonged limitation of women's access to resources and decision-making in important military functions such as operational planning and administration of military personnel hamper women's contribution to peace development (Paffenholz, 2003).

Since MOD/NDF is a male-oriented organisation wherein the shortage of women professionals allows traditional perspectives to go unchallenged, conservative attitudes toward women prevails in the force.

Many of the male officers look down on women and doubt the latter's abilities to work within the military especially combat-related work, despite the fact that the majority of the women who participated in the liberation struggle worked hand in hand with their male counterparts. Women's inputs and views are reportedly not valued and are not usually solicited.

Undoubtedly, the Namibian society, specifically the military and other state security organs, have up till now been marked by male dominance (GRN, 2001). This situation hampers the success of women's development and contribution towards issues of

national defence and security. Women remain invisible in upper echelons of power and decision-making (GRN, 2001), resulting in a blockage of the empowerment process in the force (MOD, 2011). According to the findings, the researcher concluded that women in the military lack training and development in some specialized field that is being used as a reason for them not being appointed for higher positions within the force.

According to the findings, the number of female applicants to high-ranking military positions within UN system is alarming low (Chinwe-Nwoye, 2008). This is one of the contributing factors that member states do not have enough female military personnel to nominate. Furthermore, the researcher concluded that some qualified female officers, like their male counterparts within the force, are also attracted to other institutions, where they might be offered better salaries and benefits than in the MOD/NDF (GRN, 2001).

5.3   RECOMMENDATIONS

Based on the results and conclusions drawn in this study, the following recommendations are made to: the MOD/NDF Management; the Operations, Training and Development Department; the women in uniform and for future research.

5.3.1   Recommendations to the MOD/NDF Management

The following recommendations should be considered by the MOD/NDF Management:

In order for military systems to create an environment where women can exercise influences, there should be about 30% women's representation at strategic management level who take part in decision-making. Having at least 30% women's representation, would be an indication that the MOD/NDF is moving toward the realization of the SADC

Protocol on Gender and Development which aims to achieve the targeted 50% representation of women in decision-making by 2015 (GRN, 2010). The 30% figure represents what is known as a "critical mass", that is, the number needed in order for a minority to have a realistic chance of having influence over the majority group (UNDP, 2009). If the MOD/NDF's intention is to include women in the military in order to make a change, there is a need for an organisational structure in place that allows for these changes to appear and take form.

The management should implement a mentoring system, whereby women from other militaries might serve as mentors for younger women within national militaries other than their own. One of the benefits of such an arrangement would also be to get to know each other's missions and countries, and this might contribute to lowering the barrier towards going on international missions. It is also an inspired way of creating networks among women in uniform within the region and beyond. Mentorship is a common practice among military men. However, military women are excluded from this tradition. The researcher therefore recommends that women also need to create mentorship programmes for identified posts.

Women should be allowed to participate fully in peace-keeping and conflict management in order to end sexual violence against women as a method of warfare and ensure women's full legal, socio-economic and political rights after the fighting was over.

The UN and troop-contributing countries, Namibia included, must ensure that there is no impunity for perpetrators of GBV or sexual exploitation abuse. This is detrimental to the effectiveness of missions, particularly in its relation with the local

community, and reports of abuse can deter women from joining peace-keeping missions at the country level. Peace-keepers who suffer from or witness any kind of abuse need clear, straightforward and quick reporting procedures as well as treatment such as counseling.

5.3.2 Recommendations to the Operations, Training and Development Department

The researcher recommends that identified challenges that need particular attention and consideration should be addressed promptly if the goal of increasing the number of female personnel is to succeed within the MOD/NDF system. Additionally:

- More effective women recruitment in the defence force is crucial.

- The conditions within peace-keeping and conflict management operations must improve, so that women feel welcome and are able to perform the jobs they are appointed to carry out.

- The MOD/NDF must be made more responsible in terms of equal training and development for both men and women in uniform.

The researcher believes that one cannot consider the recruitment of women alone into military organisation without considering the internal workings of the military itself, the social structures in which it is placed, and the gendered underpinnings of the respective cultural context. The researcher also noted that the more women take an active part in the labour force, the larger their representation in the armed forces, because the increasing representation of women in the workplace changes social and cultural perceptions of women.

MOD/NDF should carry out training needs analysis especially for female officers in order for them to acquire the necessary education, skills and experience in order to play a professional military role. It is therefore essential that the MOD/NDF encourage women to join all fields of tactical operation and undertake various specialised peace-keeping training that would empower them with specific skills to qualify them for appointment.

This study further recommends that as of necessity the installation of effective monitoring, evaluation and reporting processes on progress, achievements, and challenges to female participation in peace-keeping should be introduced. To boost the still relatively low level of female participation in peace-keeping and conflict management, which is a reflection of low number of women in the military, MOD/NDF must take measures to bring about institutional changes, including recruitment policies, to improve the enticement for young female to join the force as future peace-keepers.

The increasing of gender awareness and combat preparedness should be put into consideration to deal with military compliancy particularly in deployment situations. This will promote equal participation and full involvement of women to maintain and promote national, regional and global peace and security as well as decision-making at all levels. All efforts should be made to broaden women's participation in local, regional and international meeting of defence and security.

The researcher recommends that it is crucial, for both practical and symbolic reasons, to go through all military facilities to assess the extent to which military equipment and facilities adequately cater to the potentially different needs of men and women, in order to make a highly masculine organisation more welcoming for women.

5.3.3   Recommendations to the women in uniform

The following recommendation should be considered by the women in uniform:

Female soldiers should participate effectively in all military exercises irrespective of going for the peace-keeping mission or not, to acquaint themselves with unfamiliar situations and be ready to overcome challenges they might encounter.

Women need to start networking and sharing information, and get involved in self-development and mentorship program to enhance their knowledge and empowerment.

5.3.4   Recommendations for future research

Future empirical research should be done to assess the contribution of Namibian women to national defence and security.

In order to further women's empowerment, a need exists to examine determinants of women in senior management positions in the MOD/NDF as well as to identify appropriate training and development opportunities for women in the Ministry/Force. This knowledge could help mitigate constraints to women's advancement to the top in MOD/NDF.

The MOD/NDF and other security agencies should team up to conduct more studies on women's participation in peace-keeping mission to find ways in which challenges can be minimised for guaranteeing professional operations.

5.4   OVERALL CONCLUSIONS

The researcher believes this study has contributed to the structural development agenda of the force through a change in attitude toward women. The MOD/NDF needs to

implement better plans to mitigate challenges facing women during peace-keeping and conflict management deployment.

In conclusion, it is clear that any effort to increase the number of women within a military organisation needs to consider carefully and systematically the social, cultural and political setting of the MOD/NDF both at home and during peace-keeping and conflict management missions. Insights on these matters have not only increased our understanding of the connection between gender and military but also informed the political rhetoric on increased female military participation.

Since women's leadership involves more participation, motivation by inclusion, and power by charisma, efforts should be made to increase the number of women in the top positions of MOD/NDF. Hence, more female soldiers deserve to be empowered and be made part of the delegation that is seeking for peace in any part of the continent and beyond.

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APPENDICES

Appendices A

A LETTER TO THE RESPONDENT

Dear Respondent

RESEARCH QUESTIONNAIRE

My name is Martha E.N. Nakapipi, a student at the Polytechnic of Namibia doing the Master of Leadership and Change Management. I am currently conducting a research on *"Women Experiences and Challenges in Peace-keeping and Conflicts Management – A Case Study of the Namibian Defence Force"*

This research will help to:

- Provides better solutions to challenges facing women in peacekeeping and conflict areas,
- Improve the great possibility for women empowerment,
- Identify opportunity and areas for training and development of women and
- Promote the needs and importance for women participation in decision making process.

Kindly spare a few minutes of your time to respond to this questionnaire. <u>**NB:**</u> there is no right or wrong, for questions are just about your personal experience and opinion; therefore feel free to give any answer of your choice to the questions. As a participant in this research, you are guaranteed anonymity, privacy and confidentiality. Hence, you are requested **<u>NOT</u>** to write your name on the document.

<u>*Please note:*</u> The data to be provided will be used for research purposes only. Please complete all sections and answer all questions either by ticking in appropriate box or writing in the space provided.

Yours in Faithfully

MEN Nakapipi (Ms)

Contact: *0812950788*
                061-2042136

Appendices B

QUESTIONNAIRE

Marks with an (X) in appropriate box (Section A – B)

Section A

1. In which age categories do you belong?

    25 and below ☐
    26 – 35 ☐
    36 – 45 ☐
    46 and above ☐

2. Your ethnic group

    Black ☐
    White ☐
    Coloured ☐

3. What is your rank parameter?

    Senior Officer ☐
    Junior Officer ☐
    Non-Commissioned Officer ☐

4. How long have you been serving in the MOD/NDF

    Less than 05 years ☐
    06 – 10 years ☐
    11 – 15 years ☐
    16 years and above ☐

5. Have you participated in the liberation struggle?

    Yes ☐   No ☐

6. Have you participated in peacekeeping mission?

Yes ☐   No ☐

7. Is affirmative action for women an appropriate instrument for achieving gender equity within the MOD?

Yes ☐   No ☐

8. Should military women be addressing measures to promote their own interests against issues of competence with other female audience?

Yes ☐   No ☐

9. Must biologically, socially and culturally constructed differences between women and men be taken into account during military training?

Yes ☐   No ☐

10. Do women also play an important role in peacekeeping and conflict management?

Yes ☐   No ☐

What   role   do   they   play?

....

11. Are military facilities in mission area organized in such a way that they cater for both male and female needs?

Yes ☐   No ☐

12. Are women's hygiene and remedies to self-treat menstrual symptoms also incorporated in the operational kit issued before and during deployment?

Yes ☐   No ☐

Section B: **Mark with (X) in appropriate box**

13. Women in general have suffered, and continue to suffer from various forms of discrimination because they are women.

Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree	

14. Rape and other form of sexual violence in armed conflict are often widespread and systematic

Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree	

15. Indirect or covert forms of discrimination are preventing women from full participation in peacekeeping operations.

Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree	

16. Although certain policies such as; Sexual Harassment, Defence Policy and HIV/AIDS Policy, have been introduced to improve the employment status especially for women, these initiatives have not produce significant changes within the MOD/NDF.

Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree	

17. Working environment especially in peacekeeping missions are not fair, equitable and conducive for female officer compare to their male counterparts.

Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree	

18. Women are not preferred in some positions e.g. Company/Battalion Commanders because of security perception about competence.

Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree	

19. A culture of women empowerment in MOD/NDF will result in attracting and retaining the best and competence people.

Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree	

20. The MOD/NDF is investing in staff members through training and development, especially women.

Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree	

21. Lack of women in senior management position and their poor presentation at high level of decision making   result in ineffective discussion of women issues affecting them.

Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree	

22. The counterproductive behaviour of male co-workers makes it difficult for female officers to operate in certain positions and to be accepted as credible in decision making roles.

Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree	

23. Women in MOD/NDF are either considered too old or too young to compete with their men counterparts for promotion.

Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree	

24. Female officers need to be better educated to compete in significant numbers with men.

Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree	

25. The lower number of female military peacekeepers is a reflection of the number of females in armed forces of the contributing countries.

Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree	

Section C

26. What should be done to encourage more women's participation in peacekeeping mission?

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27. What do you think women should do to develop them-selves and enhance their potential for peacekeeping deployment possibilities?

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28. Are there any challenges which women encounters during peacekeeping operation? If yes, mention them.

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29. What should be done to minimize women's challenges in peacekeeping and conflict management mission?

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30. What specific roles do female soldiers plays during peacekeeping operations?

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THANK YOU VERY MUCH FOR YOU COOPERATION AND PARTICIPATION.

Appendices C

INTERVIEW GUIDE QUESTIONS

(Used by the researcher during the interview)

1. How do you assess gender equality in the MOD/NDF?

2. What are the causes of gender inequality in the MOD/NDF?

3. How are women in MOD/NDF empowered to participate in strategic military decisions?

4. How difficult is it, being a women to be stationed and operate in foreign land/environment?

5. What do you think need to be done during pre-deployment to and post-deployment from peacekeeping operation?

6. How do you explain your experience in peace-keeping mission?