



*Sudan*

# TRAINING NEEDS ASSESSMENT ON WOMEN LEADERSHIP IN SOUTHERN SUDAN





TRAINING NEEDS ASSESSMENT  
ON WOMEN LEADERSHIP IN  
SOUTHERN SUDAN

*A Quality Study*

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## ABBREVIATIONS

CBOs	.. .. .	..Community Based Organisations
CEDAW	.. .. .	.. Convention on the Elimination of all forms of Discrimination against Women
CPA	.. .. .	.. Comprehensive Peace Agreement
FGDs	.. .. .	.. Focus Group Discussions
FGM	.. .. .	..Female Genital Mutilation
GGEPP	.. .. .	.. Good Governance and Equity in Political Participation
GOSS	.. .. .	.. Government of Southern Sudan
ICPD	.. .. .	.. International Conference on Population and Development
JAM	.. .. .	..Joint Assessment Mission
MDGs	.. .. .	.. Millennium Development Goals
NCP	.. .. .	.. National Congress Party
NGOs	.. .. .	.. Non-Governmental Organisations
NUPI	.. .. .	..Norwegian Institute of International Affairs
SANU	.. .. .	.. Sudan African National Party
SPLM/A	.. .. .	..Sudan Peoples' Liberation Movement/Army
SPSS	.. .. .	.. Statistical Package for Social Sciences
SSDP	.. .. .	.. Southern Sudan Democratic party
UDF	.. .. .	..United Democratic Front Party
UNDP	.. .. .	..United Nations Development Programme
UNIFEM	.. .. .	.. United Nations Fund for Women
USAP	.. .. .	.. Union of Sudan African Party

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The expanded democratic space created by the Comprehensive Peace Agreement (CPA) signed in January 2005 is important not only for the general public but also for women in Southern Sudan.

The continued marginalisation of women in decision-making structures in Sudan, owing to their low capacity and lack of skills to carry out this duty is a paradox that merits systematic consideration.

Accordingly, the United Nations Development Programme (Southern Sudan) under its Good Governance and Equity in Political Participation (GGEPP) programme, commissioned a study to assess the training needs for women leaders in the Government of Southern Sudan (GOSS) and in the other 10 states. The objective of the exercise was to identify needs and barriers women face as leaders within governance structures in South Sudan.

The aim of the study was to examine perceived and contextual issues still hindering the effective participation of women in the governance domain. The study was also aimed at eliciting women's reception of and responses to a number of strategic choices and options being pursued or being considered in the quest for gender equity.

The activities of the study were

## Executive Summary

to: review current programmes in place; carry out a literature review on relevant documentation; consult relevant partners, including women's groups, government officials parliamentarians (women in particular); and to interview men to get their perception on gender and governance as well as institutions engaged in the empowerment of women.

Although the study was supposed to look at women's leadership in the entire Sudan, the various social, political and economic differences between North and Southern Sudan presented both logistical and technical challenges in carrying out a uniform study that would have covered the two regions.

The literature review section, however, focuses on women's empowerment in the entire Sudan. It gives the genesis of the women's movement and the historical reasons that create the need for capacity building for women in Southern Sudan.

On the whole, the study revealed the following.

- ***Women's leadership during the reconstruction period of Southern Sudan***

Whereas affirmative action is acknowledged as the basis upon which many women are in leadership positions in Southern Sudan, it is not generally embraced as an efficacious way to redress existing gender imbalances. This is indicative of the fact that the debate on the subject has not been deep enough to examine the cultural issues that require attention.

The fact that GOSS has committed itself to the 25 per cent inclusion of women in leadership, which has translated to having 32 women in the National Assembly out of a total of 170 members where



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also 4 women were elected to chair the parliamentary committees, women still lack capacity to effectively engage in debate and influence Bills from a gender perspective.

The 25 per cent inclusion rule also applies to the other 10 state assemblies of the Sudan, where out of a total of 480 Members of Parliament who are nominated, 109 are women.

- ***Women are seen as equally capable of leadership***

Even though women's leadership abilities are largely seen as equal to those of men, they are still faced with many barriers. Some of these barriers include inadequate access to information, inadequate education as well as various other cultural barriers. This means that their numerical strength cannot translate

into meaningful engendering of parliamentary proceedings.

Because many women have been nominated to various positions of governance, sustaining them in those slots beyond the six-year period is also an issue. At the state level, low women's representation in Parliament and other elective and decision-making bodies is attributed to the challenges they come up against rather than inherent inferiority. A higher proportion of men than women, however, still view women's leadership abilities as inferior. It was acknowledged that voters are likely to treat women candidates differently from male candidates.

- ***Women should participate more effectively in governance, and enjoy equal rights to own property but not to confer citizenship***

Women's participation in Parliament is considered lukewarm but it is possible to identify major policy and legislative events in which they have played a pivotal role. These include chairing four committees in the National Assembly, Holding key portfolios, for example, are Gender and Social Services minister Mary Kiden and Roads and Transport minister Rebecca Nyandeng de Mabior-Garang and Awit deng, Gender and Human Rights



*Angelina, Lona and Jema*

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advisor to the president of Southern Sudan.

But the majority of women are not involved in policy making because many cannot read and write. They are thus unable to communicate effectively in English, which is the national language for Southern Sudan.

- ***The comprehensive Peace Agreement and the new Constitution***

Although these two documents form the basis upon which the peace agreement was arrived at, a majority of women leaders have not seen or read them. There were suggestions that a popular and easy-to-read version be published and then translated into local languages for distribution to all the 10 states.

- ***Women face myriad barriers in ascending to leadership positions***

From the family to the political parties, the vehicles for ascending to power, women face considerable odds in their quest for leadership. Both institutions are male-dominated, and the lack of support from the predominantly male heads of these institutions often spells the end for many a budding woman's politic career. Culture, financial ability, educational attainment, domestic responsibility, lack of interest in politics and electoral insecurity are the other major barriers that hinder women's access to and participation in leadership. For women in Southern Sudan, gaining equity in leadership might remain a mirage unless interventions in these areas are instituted.

The above scenario forms the basis of why a training needs assessment is important. Any future training should be developed with the aim of empowering women leaders at all levels of governance, starting from national to local level to achieve gender equality as spelt out within the African Union Heads of States' solemn declaration on 50-50 representations.



*Women member of parliament in Upper Nile State*

Democracy is rapidly expanding in many African countries, but the low presence of women in the political domain and their near-absence in other decision-making structures continues to fundamentally undermine the march towards full democratic governance.

This is the case in Southern Sudan, despite the gains achieved in gender representation in governance which have seen a total of 141 women ascend to decision-making positions in the National Assembly as well as in the other State Assemblies of the Sudan.

Even though women were part of the political struggle, the 25 per cent inclusion in representation provided for them in any leadership structures has not been fully applied. Women, for instance, remain significantly underrepresented both in the National Government and the Government of Southern Sudan and also at the state level where some states have fewer women than men.

One of the explanations given for this anomaly is that majority of women are not educated and cannot, therefore, perform their roles as leaders and they cannot also communicate in English.

## Introduction

### 1.1 Goal of the Study

The overall objective of this exercise was to identify training needs of women in Southern Sudan and to recommend areas of intervention for the United Nations Development Programme and other development agencies.

### 1.2 Specific Objectives

The study is specifically intended:

- To review gender-related policies in Southern Sudan and related documents
- To consult with relevant partners, including women's groups
- To meet with parliamentarians (women in particular) and institutions engaged in the empowerment of women.
- To meet with legislature and other government officials.
- To provide an assessment of present capacity needs, and
- To suggest appropriate capacity needs in order of priority

### 1.3 Rationale of the Study

The basic premise underlying this study is that the role of women in development is largely acknowledged all over the world although their involvement in policy formulation and matters of governance is inadequate. As Osman (2002: 381) posits, "This has marginalised them and denied countries the use of women's talents, experiences and skills as agents for peace and development."

The long period of conflict in Sudan makes the country's case even much more worthy of special consideration. While women often suffer the consequences of war relatively different from

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men, ranging from human rights abuses such as rape and displacement, they are rarely included in the post-conflict governance structures and their voices are hardly heard. This means that the disparity between the lives of men and women caused by wars often remain unchecked for a long period, to the detriment of women.

In recognition of the need to minimise this variance, this undertaking is guided by Osman's (2002) and Dalak's (2002) verdict that women

need to be at the centre of the democratisation processes and reconstruction efforts and programmes. Yet, given the highly rigorous and competitive nature of democracy building and post-war reconstruction processes, women possess adequate skills and knowledge in making crucial decisions if they are to perform their roles meaningfully.

It is against this backdrop that the Good Governance and Equity in Political Participation (GGEPP) programme has been devised as a special intervention to realize a prosperous future for the women of the post-conflict Southern Sudan. It seeks to nurture and promote value-driven leadership in the interest of good governance necessary for a democratic and pluralistic society.

## CHAPTER TWO

### *2.1 Historical Context*

Anyone examining the training needs of women in Southern Sudan with a view to empowering them and sharpening their leadership skills from the national to the community level within the framework of post-war and reconstruction in both North and South Sudan would need to look into the historical factors that have been in play.

Women have been present in Sudan's leadership structure of since 1956 when the country attained independence. They continued to be visible throughout the 17 years of civil war (1955-1972), which ended with the signing of the Addis Ababa agreement, and also in the 1983-2004 civil wars which eventually came to an end with the signing of the Comprehensive Peace Agreement in January 2005 in, Nairobi, Kenya.

Even though the first civil war ended in 1972, there was very little investment in human resource development in Southern Sudan. As a result, no competitive sector was established.

For women in Sudan, these scenarios laid the road map in some instances on how they were perceived within their society. Many studies carried out by different institutions

## *Literature Review*

and United Nations agencies have uniformly reported that women in Sudan are subjected to violence, discrimination and abuse.

In most cases, they have been victims of oppressive customs and personal laws; and are restricted in their civil and political rights. Many of them are not educated and a majority lack access to health care. Consequently, there is an increase in maternal mortality. Most of the women were victims of war and currently many suffer the associated traumas of violence, displacement, being heads of household and the challenges that go with re-settlement after the signing of the Comprehensive Peace Agreement (CPA).

However the signing of the CPA by the Sudanese Government and the Sudan People's Liberation Movement (SPLM) marked the culmination of a long journey for a country that had been at war for more than two decades. The Comprehensive Peace Agreement (CPA) and the six protocols are extremely progressive as they were signed on the basis of the acceptance of the principles of self-determination and democratic government where human rights inform governance.

Sudan has today emerged as a typical specimen in the Horn of Africa of what it takes for a country to rebuild itself after being engulfed in civil war. This prolonged period of conflict brought with it a wide range of devastating effects on the lives of the Sudanese people, especially in the southern region. This has manifested itself in the form of high poverty levels, massive displacement of populations, high illiteracy rates and a shorter lifespan.

The provision of the 25 per cent inclusion clause for women's representation in the CPA and the constitution is a significant acknowledgment of

the role women played in the liberation struggle. It also opens opportunities for women to play a bigger role at every level of governance.

Women now constitute 15 per cent of the Members of Parliament in the Government of Southern Sudan, but a lot of work still needs to be done in order to meet the 25 per cent quota allocated for them.

Table 1 outlines women's representation of women in the State Assemblies in Southern Sudan.

*Table 1: Distribution of women MPs by states in Southern Sudan*

Name of the State	Total Number of women	Number of Male MPs	Total Number of MPs	Percentage of women
Bahr el Jebel State (Central Equatorial)	11	37	48	22
Eastern Equatorial State	8	40	48	16
Western Equatorial State	12	36	48	25
Jonglei State	10	38	48	20
Unity State (Western Upper Nile)	11	37	48	22
Upper Nile State	10	38	48	20
Lakes State	14	34	48	29
Western Bahr El Ghazal State	13	35	48	27
Northern State	10	38	48	20
Warrap State	10	38	48	20

Even though some states have complied with the CPA provision, being a young nation, the women need capacity building in all areas of governance to enable them to effectively articulate issues that directly affect the welfare of women in the context of a nation that has just emerged from a long-drawn armed conflict.

## *2.2 The Development of the Women's Movement in Sudan*

Even though Sudan has been plagued by civil war and social upheaval, the need to uphold the rights of women's was recognised in the country way back in the 1970s. By 1974, women had gained constitutional rights to be represented in all public institutions. Political spaces were opened by organisations such as Sudan Women's Union.

By 1975 when the United Nations declared March 8th as a day when women from all over the world could celebrate their struggles and achievements, by that time women in Sudan had secured rights to

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education, work and political participation.

Between 1972 and 1982, when there was some relative peace, young women managed to go to school, with some gaining admission into universities. Some of these women include Victoria Yar Arol, the first Southern Sudanese woman to enter the University of Khartoum, Mary Kiden, Agnes Lukudu, Margaret Juan Lado, Helen Oller, Dr. Anna Itto, Rose Muraa and Josephine Lagu, who currently form a big portion of the women leadership of Southern Sudan.

A few women also joined the High Nursing College in Khartoum. Furthermore, with the opening of Juba University in 1977, the number of women pursuing university education gradually increased. Some women joined the Ahfad Women's University in Khartoum, and other colleges and institutions in the North, as well as universities and colleges in Egypt.

During this period, however, few women were able to participate in politics and public affairs. Those in the Diaspora formed women's rights organisations just to ensure that women's voices were not lost during the struggle.

Although some of Southern Sudanese cultural practices and traditions hinder women's

participation in public affairs, some women were able to overcome these hindrances and secured appointments into decision-making bodies and other high-level positions.

Some of these women such as Suzana Ayiba Hakim, Victoria Yar Arol, Mary Bassiouni and Zainab Yasin, among others, were able to rise to high-ranking positions as Members of the Parliament, chairs of committees and ministers in both the regional and central governments. Others joined Juba University as lecturers. Dr. Anna Itto, Josephine Lagu, Rose Muraa, and Cecelia Emmunu, for example, held teaching positions in the early 1980s before the university was moved to Khartoum in late 1987. Similarly, some women joined the labour market as nurses, teachers, secretaries, accountants and policewomen, among others vocations.

The renewal of civil war in mid-1983 negatively affected the education system in southern Sudan. Many schools and institutions of higher learning ceased to function as the war intensified. Almost all schools in the rural areas closed. In towns, such as Juba, where many displaced rural communities took refuge, many schools were temporarily occupied by the displaced people before they were relocated to displaced people's camps. This situation adversely affected school enrolment and the quality of education in the country, especially for women.

As the war intensified, more southern Sudanese people became internally displaced. Many sought refuge in neighboring countries like Uganda, Kenya, Ethiopia, Egypt, the Democratic Republic of Congo, Central African Republic, North America and other Western European countries.

Despite the difficult circumstances of displacement and becoming refugees, southern Sudanese women in particular did not give in to hardships and obstacles. They continued to struggle to improve their lives in different ways. In Khartoum, for example, southern Sudanese young women and men continued to pursue their

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educational goals by joining schools opened for them.

The number of women who enrolled into the Ahfad Women's University, Juba University and other newly-opened universities and colleges in Sudan rose relatively. Those in refugee camps or in the cities of Uganda, and Kenya, for example, continued to pursue their education despite their difficult refugee circumstances. They were able to continue with their secondary and post-secondary education.

Consequently, some women who had completed their undergraduate studies, whether inside or outside Sudan pursued postgraduate studies in exile, attaining diplomas, masters and doctoral degrees in various disciplines.

The period from mid-1990s to the present represents a turning point in the history of southern Sudanese women, particularly with regard to involvement in public leadership.

One of the important developments during this period is that many women joined the liberation struggle, fighting side-by-side with their male counterparts. Some of these women rose to high-ranking positions in the Sudan People's Liberation Movement/Army (SPLM/A). On the home front, women

continued to support the struggle by providing food to the soldiers, caring for the wounded, the sick, children, the elderly and the orphaned.

Another dramatic development was the emergence of the spirit of activism and teamwork among women, particularly among those in exile. Southern Sudanese women refugees and immigrants' life in exile brought them into contact with other cultures.

They became exposed to more information, either through the mass media or participation in meetings, workshops, short courses, and regional and international conferences pertaining to local and global issues affecting women.

For example, several southern Sudanese women who were in Egypt attended the 1994 International Conference on Population and Development (ICPD) in Cairo. Some women attended the regional conference in Dakar, Senegal, in 1995 in preparation for the Beijing Conference. Southern Sudanese women from Egypt, Kenya and Sudan, also attended the NGOs Forum of the 1995 United Nations International Women's Conference in Beijing. Others participated in short courses, seminars and workshops on gender and human rights issues.

Such exposure made the women aware of global and regional events and issues affecting women. Women also became more aware of the importance of organising and collective action in addressing the challenges facing women, whether in exile or at home.

Several women's organisations managed to address the difficulties that face women and to seek possible solutions to them. Despite their limitations, gender-related organisations have been able to address women's problems in various ways – reproductive health, economic, social and political.

The spirit of activism that grew in that period has allowed many women to mobilise and campaign for change in laws and practices affecting women's



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lives, and for the inclusion of women in decision-making positions in Southern Sudan. It has also enabled many southerners to acknowledge the fact that women are marginalised in the south, and there is an urgent need for improving their conditions.

Thus, women's marginalised position was officially recognised by the late Dr. John Garang de Mabior, former First Vice President of the Republic of Sudan and President of the Government of Southern Sudan, in his speech during the signing ceremony of the Sudan Comprehensive Peace Agreement. According to him "women in Sudan as elsewhere in the world are the marginalised of the marginalised whose suffering goes beyond description." As a result, the CPA clearly stipulated that people's rights and fundamental freedoms be respected in accordance with international human rights treaties. It also allocated 25 per cent of all positions for women's participation in government activities at all levels.

With the signing of the CPA and the formation of the Government of National Unity, the Government of Southern Sudan and those of the States respectively, appointed women into several decision-making positions, marking a clear

departure from the practice of decades past.

For example, there are more than 20 Southern Sudanese women in the National Assembly and another 28 women in the Southern Sudan Parliament. There are women Cabinet ministers namely; Rebecca Nyandeng De Mabior (Minister for Transport and Roads), Mary Kiden (Minister for Gender, Social Welfare and Religious Affairs) and Awur Deng as the Gender and Human Rights advisor to the president of Southern Sudan as well as two women appointed as advisors to the President of the Government of Southern Sudan. Another nine women are in the governments of the states as Ministers, Advisors and Deputy Governors. Similarly, more women are joining the labour force.

Despite the difficult circumstances of displacement, instability, social, cultural and economic obstacles, southern Sudanese women have struggled to improve their lives and those of their communities in and outside Sudan. However, women in Southern Sudan still face many challenges, such as the low literacy rate and gender-based violence.

### *2.3 Women's Rights in South Sudan*

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Even though Sudan is not a signatory to the Convention on the Elimination of all forms of Discrimination against Women (CEDAW), the country's Constitution guarantees equal rights to men and women in accessing education, employment, owning assets, wages, elections and access to productive resources.

There have been, however, some contradictory observations. For example, in 2000, the Governor of Khartoum issued a decree barring women from working in public office, an indication that in most cases the majority have been relegated into private spheres, which is traditionally unpaid work. Another issue is harmful cultural practices, such as Female Genital Mutilation (FGM) and early marriage of girls.

In Southern Sudan, historic under-development,

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over 20 years of war and inequalities in traditional power structures have left women in a more precarious position – they now have some of the worst quality of life indicators in the world .

For instance, while the fertility rate of women in Southern Sudanese is among the highest in the world, the maternal mortality rates in the region are also experiences one the highest, standing at 1,700 for every 100,000 live births.

In addition, estimates made by a group of major aid agencies in 1998 suggest that the literacy rate among women in parts of Southern Sudan could be as low as 10 per cent. Even among literate women, only a small number have attended secondary school.

In many communities within Southern Sudan, certain cultural practices demonstrate the powerlessness of women. For example, when a young woman gets married, her husband will be required to pay dowry to her family, usually in the form herds of cattle. The union is, therefore, seen primarily as a material transaction between the husband and the woman's family, rather than a personal bond between man and wife.

“One of the driving cultural premises throughout Southern Sudan is that of survival through the redistribution and sharing

of wealth. The lynch pin for this economic and social dynamic is bride-wealth,” states Mary Anne Fitzgerald in a 2002 report on the impact of war on southern Sudanese women. “Thus women are hostage to power structures that are underpinned by material assets,” Fitzgerald concludes.

In-keeping with their lowly status, a woman cannot seek divorce without the approval of her family, cannot in some cases seek medical attention without the permission of her husband, and does not generally own property or have an income of her own.

Therefore, the new dawn ushered in by the signing of the Comprehensive Peace Agreement (CPA) on January 9, 2005, an event that Dr. John Garang de Mabior found fit to describe as “a veritable paradigm shift both in the political and economic spheres” (Garang, 2005), opened a great window of opportunity for the advancement for the women who made an indelible contribution to the events that culminated into this landmark incident.

As Anisia Achieng of the Sudan Women's Voices for Peace has observed, “women went up to the mountains and gave themselves as slaves with the sole agenda of stealing their children and escaping with them.” This acknowledgement of the contribution women made was given an added value by the then aforementioned icon of the SPLM leadership, Dr. John Garang de Mabior, on the occasion of signing the peace agreement when he noted that “the peace agreement would not have been achieved without the active role played by women in mobilising the community.”

### *2.5 Women's Leadership Role in Post-War Sudan*

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The post-conflict period in Sudan ushered in a new political order and reorganisation of institutions to pave way for the fruition of both long and short-term goals outlined therein. This re-ordering process requires the presence of a good governance structure, one that is committed to the promotion of transparency, accountability



*Rita John, a member of parliament in Upper Nile State*

and equal participation of all the people concerned in the process.

In line with the United Nations Development Programme's commitment to "making gender considerations central to post-conflict rehabilitation and fully mainstreaming gender into reconstruction programmes by enhancing the capacity and ability of women's organisation to engage effectively in development and peace building efforts" (Paqui, 1999), it is important that the policies geared towards these virtues of good governance are given a chance to develop in a manner that will ultimately be commensurate with the needs and aspirations of both men and women of Southern Sudan.

An important prerequisite of this thought would be to lay bare the current state of events. Accordingly, the next part of this section is devoted to a review of challenges and opportunities for

advancement of women in leadership positions in Southern Sudan as an integral part of the ongoing programme on Good Governance and Equity in Political Participation (GGEPP) in Sudan.

## *2.6 Opportunities for Engendering Politics in Southern Sudan*

The people of Southern Sudan have a wide range of opportunities at their disposal that could be successfully used as entry points for advancing the cause of equality between men and women in their political and decision making lives. These avenues are available both in the local and international community context.

### *2.6.1 The Comprehensive Peace Agreement*

At country level, the aforementioned Comprehensive Peace Agreement of 2005 itself is an outstanding benchmark hereunder worthy of consideration. The basic idea of the agreement was to resolve the problems of the war period and propel the country to higher strata of democratic governance. The CPA sets out the framework for sharing national resources. Under this scheme, for example, the agreement stipulates that Southern Sudan is to have greater political participation and to receive half of the revenue from the sale of oil from the South (World Bank, 2005). These provisions, in addition to the autonomy of control for Southern Sudan for a period of six years, definitely pave the way for Southern Sudan to re frame its internal governance structure to reflect gender equality in the management of its institutions and distribution of resources. The women of the south have an additional moral obligation to push for this end within the CPA framework.

The reconstruction plan, as developed by the Joint National Transition Team which presented six-year development plan, corresponding to the six-year interim period of the Comprehensive Peace Agreement developed through the Joint Assessment Mission (JAM) in partnership with the World Bank, the United Nations and donors , cannot therefore succeed if women do not

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become an integral part of the reconstruction agenda.

According to the JAM report, the total cost of the first phase (2005-2007) of the Development Plan is estimated at US\$7.9 billion, out of which the JAM asked the international community to provide the external financing requirement of US\$2.6 billion.

The women of Sudan demanded that of the total US\$4.1 billion pledged, 80 per cent go towards reducing stark gender inequalities in law, policy and practices that directly benefit women and girls from disadvantaged communities and rural areas, build their capacities and increase their access to resources.

Specific areas which they singled out were: basic health and social services; support for pro-poor economic policies to improve women's livelihoods and ensure food security, removing gender discrimination in education and training and urgently confronting rampant gender-based violence.

#### *2.6.2 Southern People's Liberation Movement: Affirmative Action*

The Southern People's Liberation Movement is yet another internal front that promises to be a viable wagon for de constructing the gender status quo in Southern Sudan. As

a political party that commands an overwhelming following in the region, its position with regard to the situation of women appears very salutary. It particularly spells out that "women in particular will be given special attention in development of skills and income generating activities. Women will be effectively empowered through girl child education, pro-women government policies and above all income generating opportunities.

"Only when women are able to bring home a respectable income alongside their husbands' will they become fully empowered and respected" (Garang de Mabior, 2005). True to this principle, the SPLM has declared universal primary school education as its policy to ensure that girls are enrolled in schools in large numbers (Garang de Mabior, 2005; Nicodemus, 2004). It has also declared that women must have 25 per cent guaranteed representation in all its structures and to also compete with men for the rest of the 75 per cent (Widows, Orphans and Disabled Organisation of South Sudan, 2005).

This is in keeping with the current worldwide call for countries to implement Affirmative Action, whose success partly depends on the extent to which the structures of institutions are responsive to women's equal access to and full participation in power structures and decision-making in governmental bodies and public administration entities, including parliamentary and political



*Women leaders in Wau*

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parties. As a further example of its commitment to define the social relations between men and women in terms of equal justice and enjoyment of opportunities by the entire populace, the SPLM has also established a Gender Peace Desk.

In addition thoroughfare for mainstreaming gender in Southern Sudan the government has established the Ministry for Gender, Social Welfare and Religious Affairs, which could act as the government's own machinery for addressing issues of particular concern to women in the region. Such aspects could be decentralised through local authorities as set out in the 2004 Local Government Framework for Southern Sudan .

### *2.6.3 The Joint Assessment Mission*

The aforementioned Joint Assessment Mission (JAM) for Sudan is also a yardstick for championing gender equality in Southern Sudan. Established primarily to provide an assessment of rehabilitation and transitional recovery needs to 2010, the mission has singled out its commitment to promoting gender equality as envisaged in the United Nations Fund for Women's Guidelines for Mainstreaming Gender in Joint Assessment for Sudan under which the gender goals are set out as well as

approaches for monitoring and evaluating them.

The mission is scheduled to produce a series of reports to highlight advances in gender equality, the precarious situation of gender issues and the central role of women in implementing peace and rebuilding the Sudanese society. One such report is the much-cited Framework for Sustained Peace, Development and Poverty Eradication. Abiding by this useful tool could create a milestone for the people of Southern Sudan per excellence and women in particular.

### *2.6.4 Local and International Networks*

The work of mainstreaming gender in Southern Sudan could also benefit from a huge set of local and international gender-oriented non-governmental organisations that have mushroomed in the country over the past few decades, especially during the post-conflict era. The effort of international development agencies such as the United Nations Development Programme, the Norwegian Institute of Foreign Affairs, United Nations Development Fund for Women (UNIFEM), United Nations Children Fund (UNICEF), the World Bank, and the Intergovernmental Authority for Development (IGAD) as well as the Southern Sudan-based Widows, Orphans and Disabled Organisation (WODRANS) in the direction of rebuilding Sudan through a gender lens demonstrated in a series of forums under their aegis and the associated policy and financial commitments since the signing of the CPA clearly attest to this conclusion. It may be useful for gender equality advocates to recognise the goodwill of these partners in order to support their vision and to ensure a highly collaborative working atmosphere among them. In this way, they can be certain to benefit from their inherent divergent opportunities for democratic capacity building.

### *2.6.5 International Agreements and Commitments*

Closely linked with the in-country and global networks spatial opportunities are the international agreements, goals and commitments

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in the direction of gender equality. Over the immediate past two decades, the world has witnessed a flurry of national, regional, continental and international conferences that have culminated in monumental instruments for spearheading women's human rights such as the United Nations Security Council's resolution 1325 of 2000, the Beijing Platform for Action, the Convention on the Elimination of all forms of Discrimination against Women (CEDAW), the African Union Protocol on Women's Human Rights, the Solemn Declaration on Gender policy and the currently much-touted Millennium Development Goals (MDGs).

The United Nations Security Council's Resolution 1325 of 2000 hereunder deserves special emphasis as it recognises "the urgent need to mainstream a gender perspective into peace-keeping operations" and reaffirms its readiness to "give consideration to their potential impact on civilian population, bearing in mind the special needs of women and girls, in order to consider appropriate humanitarian exemptions". These arrangements could constitute an important reference and guidelines for monitoring and evaluation of progress towards engendering the political space in the New Sudan.

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### *2.7 Challenges of Engendering Governance Process in Southern Sudan*

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In spite of the afore-discussed opportunities available for the advancement of the women's cause in Southern Sudan, there are a number of factors that are likely to block this process from succeeding. These hitches are confounded in the agglutination of social and economic misfortunes of the war period as they specifically impinge on the lives of women of this region. And besides, institutional framework are still in their formative stages.

One of the possible barriers is the high poverty level and low health standards in Southern Sudan. In this part of Sudan, 90 per cent of people live below the poverty line, only 25 per cent of children born are likely to live up to age five and only 20 per cent of children go to primary school; with girls even more hit since only an average of 500 complete school every year (World Bank, 2005; Annan, 2005; Care International, 2005). A combination of these conditions and poor infrastructure, including governance structure (World Bank, 2005; Garang de Mabior, 2005), creates an uncertain future for engendering the governance process in Southern Sudan.

The problem of resettling the displaced people makes engendering political and decision-making processes in Southern Sudan even trickier. This is to the extent that 30 per cent of the three major southern region communities were displaced during the war period (Joint Assessment Mission, 2005).

The consequences are even more challenging for women who have been made to head 60 per cent of the displaced households (NUPI, 2005). The implication of this is that a significant proportion of women find themselves in an atmosphere where they have to grapple with providing the basic necessities for their families, a scenario that may leave them with little room for involvement in mainstream politics and decision making.

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While the SPLM appears to promise greater room for expansion of women's representation in its poorly manifested structures, this might only be cosmetic given that today, women comprise only 10 per cent of the party's leadership (Karame, 2005). It means that a lot more needs to be done to sensitise the party's philosophy of women's empowerment so as to acquire the overall target of implementing the quota system in the Government of Southern Sudan.

The women of Southern Sudan also have to contend with the question of patriarchy that has historically pervaded the country's politics. As Nicodemus (2004) once noted in an Integrated Regional Information Network interview, "even if a woman has got brilliant ideas, it is not accepted as such. If her ideas are accepted, her husband will try to turn it into his idea, not mentioning the woman." Given the conventional illusion that politics is a men's club, women have to prepare themselves more strategically to deconstruct this dehumanising notion if they are to be on the same page with their male counterparts in political affairs.

Breaking this myth is rendered much more complex by the wide variation in communal composition of the region

which, in turn, brings on board conflicting customary laws and their enforcing personnel (Tumushabe, 2004). Harmonising these variances in ideologies and approaches in the interest of women's rights and development needs of Southern Sudan per se should be a major priority in pushing for gender equality in the governance system of the country.

The CPA, which performs the ground-breaking role in the advancement of the Sudanese people, is itself not devoid of pitfalls. This shaky dimension of the agreement was candidly brought out in a statement by the South Sudanese Women at a 2005 Norway symposium on Women's Right and Leadership in Post-conflict Sudan. "The peace which was signed is still vulnerable, needs nurturing, protection and implementation and this must be translated into political reforms, service delivery and socioeconomic reforms. All stakeholders, including women, are a vital part of this process," it stated.

This doubtful capacity of the agreement to deliver on its promises appears to be endorsed by the international community. According to the Sudan-based Amnesty International researcher, "the Sudanese government continues today to breach its human rights obligations contained in the Comprehensive Peace Agreement signed on 9th January 2005, which guarantees the right not to be arbitrarily arrested" (Goderiaux, 2005).

The capability of women of Southern Sudan to make a more meaningful contribution in the direction of making their governance machinery gender responsive is also made complex by the high level of ignorance about constitutional, political, social and economic rights in their midst, which adds impetus to violence against them. This phenomenon is partially sustained by high illiteracy levels among the Southern Sudan women, 95 per cent of adult women being illiterate (WODRANS, 2005). They also lack capacity and skills needed to participate adequately in the political and decision-making processes of the

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country (Karame, 2005). This state of affairs evidently gives ample room for the assertion that capacity building through training is a necessary ingredient of a scheme whose aim is to empower women to appreciate and push for the virtues of good governance such as participation, accountability and transparency.

### *2.8 Women's Leadership Role in the Reconstruction Programme in Sudan*

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Most political institutions in conflict and non-conflict societies tend to perpetuate an exclusionary attitude and culture towards women. As a result, compared to men, relatively few women become involved in the reconstruction processes especially in post-conflict situations.

The provision for women's representation, enshrined in the CPA and the new constitution, is a powerful acknowledgement of the role of women in the liberation struggle.

However, since the protocol is a power arrangement document, it does not dwell on the details of how governance will be delivered. And this is precisely where the concerns of women spring from, because gender issues are central to the details of governance.

Some of the specific demands by the Sudanese women are that they be included in the

leadership and representation within democratic processes, basic rights to literacy and skills.

During the 2005 Oslo donor meeting, women organisations and civil societies outlined the minimum gender requirements to be met under the Joint Assessment Mission:

That the interim government to include a minimum representation of 30 per cent for women in top decision-making levels of the executive body, legislative and judiciary at National Government (NG), Northern States and three area levels.

Ensuring changes in electoral laws and political party's registration law to achieve the above representation.

Using a quota system to ensure at least 30 per cent of women's representation in the six commissions of the Comprehensive Peace Agreement (CPA) to be nominated to represent national, state and local levels.

To ensure that the constitutions at national, regional or state levels abide by the principles of human respect, including protecting women against violence and achieving gender equality, and abiding by the three human rights conventions the Sudan is party to.

The state to ratify CEDAW and the African Women Charter, and abide by their articles in reforming policies in indicating sources of legislation and formulating a Sudanese Women's Bill of Rights or Gender Charter to be part of the constitution.

They also demanded that for Northern Sudan, JAM report should be used especially in all eight cluster reports, including the gender cross-cutting report, the MDGs reports, other national reports on women's issues, and for all of them to be the basis for future gender mainstreaming of policy interventions.

### *2.9 Summary of the Review*

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This review of the state of women with regard to participation in political and decision-making





*Group photo taken during preliminary consultations meeting in Nairobi*

processes in Southern Sudan has attempted to outline the background, opportunities and challenges facing them in the post-conflict period. While the gender aggregated information for this part of Sudan is largely scanty, the picture that has emerged from an examination of the recently documented records is that Southern Sudanese women have a wide range of opportunities for advancing their involvement in the country's political processes. But these advantages are equally prone to present themselves within a conglomeration of economic, social and cultural drawbacks.

On the basis of the emerging account of matters, it suffices to underscore the fact that it

would be a capital miscalculation for the women of Southern Sudan to be complacent with the 2005 endorsement of the Comprehensive Peace Agreement. They must continue with the search for adequate capacity to break through the massive challenges that stand in their way before their meaningful participation in government. It would be important for the women of Southern Sudan to capitalise on the local and international opportunities at their disposal to reduce the disparity between men and women in national decision making structures.

The task ahead of the women who are currently in leadership and decision-making structures in Southern Sudan seem surmountable. Unless an attempt is made to address the training needs of women, their numbers might not translate into tangible outcomes when it comes to gender and governance. The task ahead of them requires that they be conversant with policy documents, understand international protocols and come up with policies that address priority areas as spelt out in their recommendations to the Multi-Donor Trust Fund.

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## CHAPTER THREE

The Training Needs Assessment study on women leaders in Southern Sudan took three months and engaged both men and women leaders from the national to the state level, with a view of identifying the inherent training needs.

### *3.0 Data and Methods*

In executing the work, both primary and secondary data gathering methods were used.

#### *3.1.0 Literature/Desk Review*

The literature review was done using existing information and documentation for both North and South on the status of women in Sudan.

It traced the various historical factors that have defined the status of women while mainly focusing on Southern Sudan due the socioeconomic differences between North and South.

The literature review, therefore, presents the situation of women as it currently stands in terms of laws, policies, government commitments, what the Comprehensive Peace Agreement states, how women have been part of the country's political struggles, what barriers exist for women and the number of women currently in leadership

## *Research Process*

positions as well as the challenges they face in these positions.

The literature review has also included other international instruments and lessons Sudan can learn from other regions in charting the way forward for the training.

The research team conducted an extensive desk study to fully bring out the impact of women in all strata of leadership in southern Sudan. What qualitative and quantitative impact do they have in the various leadership positions? An understanding of the same will help the evaluation team to develop the project performance indicators against which the success of the project should be measured. The consultant also reviewed key government and civil society publications.

#### *3.1.1 Key Informant Interviews*

Various leaders and people who are strategically positioned to make authoritative insights were interviewed to offer perspectives on women's leadership within the Sudan government and civil society organisations. Some of the key informants who were interviewed include personnel at United Nations agencies, the international non-governmental organisations (NGOs), and collaborating institutions (Community Based Organisations and local NGOs), district technical staff, and administrators in Juba, Rumbek, Upper Nile (Malakal), Wau and Nairobi, Kenya.

#### *3.1.2 Focus Group Discussions*

Focus Group Discussions (FGDs) were conducted with homogeneous groups of six to eight journalists, women organisations, parliamentarians in Juba, Malakal and Wau, youth groups and students in Upper Nile University.

On the other hand four focus group discussions were held as follows: two with men and the rest with women drawn from academia and key NGOs and CBOs.

### *3.1.3 Stakeholders Workshop*

A stakeholder's workshop was held with the various groups to specifically bring together the different actors: All the women and various leaders, key informants from the local communities, and other collaborators to help understand the training needs of women in Southern Sudan.

## 3.2 Sampling Procedure

### *3.2.1 Sample design*

The sample design used in this assessment of training needs was both random and purposeful, done with an aim to involve each region in Southern Sudan. The sample design was in four stages: Stratify and randomly select primary sampling units; randomly select starting points; randomly select key informants and randomly select individual respondents.



*Hon[1]. Mary Adam Naro, of Wau Parliament speaking on behalf of women*

### *3.2.2 Sample frame*

To generate the sample frame, the UNDP partners based in Southern Sudan as well as institutions such as Parliament were used.

### *3.2.3 Sample Size*

A sample size of 60 respondents in each of the sampled districts was targeted. However, small variations in the sample were allowed, depending on the logistical constraints at play.

## 3.3 Data Analysis and Interpretation

Qualitative data obtained from the field was coded and analysed using the Statistical Package for Social Sciences (SPSS). Analysis of qualitative data gathered was done on the basis of grounded theory principles.

## CHAPTER FOUR

### 4.1 Key Informant Interviews

Six women Members of Parliament from the Juba National Assembly and eight women parliamentarians in the Upper Nile State were interviewed. The eight women interviewed had at least secondary level schooling and were professionals in various fields, ranging from nursing, office reception to teaching.

During the interviews, the opinions of these women with regard to their future aspirations as leaders were sought as well as their general vision for Southern Sudan. The interviewees expressed a very high ambition, with most of them saying that they hoped to be highly qualified politicians and to hold the posts of ministers, governors and commissioners.

In terms of long-term vision for Southern Sudan, sustaining the new-found peace ranked highest, followed by a democratic climate and respect of human rights.

### 4.2 Training Needs Assessment

In order to ascertain the actual needs of women in terms of participation in political affairs, a baseline survey was conducted among women leaders in non-governmental organisations and parliamentarians using a

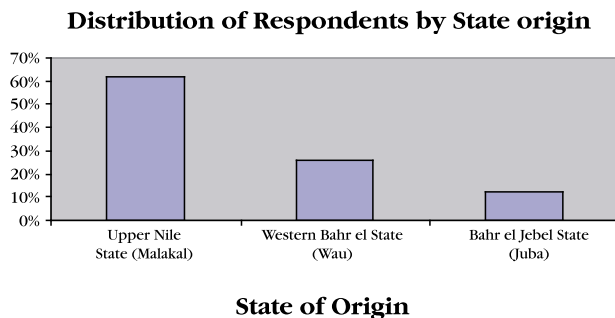
## Results

questionnaire. This section discusses the findings of this survey.

### 4.2.1 Background Characteristics of Respondents

A total of 78 women leaders completed the questionnaire (see Appendix I). However, 30 of them did not make themselves credible for the analysis as most of the responses provided were irrelevant to the questions raised while others simply could not read or write. Three questionnaires were not legible. This left 45 returned questionnaires for analysis.

The 45 respondents came from a wide range of regions (see Figure 1) non-governmental organisations concerned with spearheading issues pertinent to women and youth. As the figure shows, a vast majority of them (64.44%) were purely from women and six (13.33%) were from youth organisations. Women were four (8.89%) while the rest who disclosed the identity of their institutions were from organisations dealing with children only or both women and children.

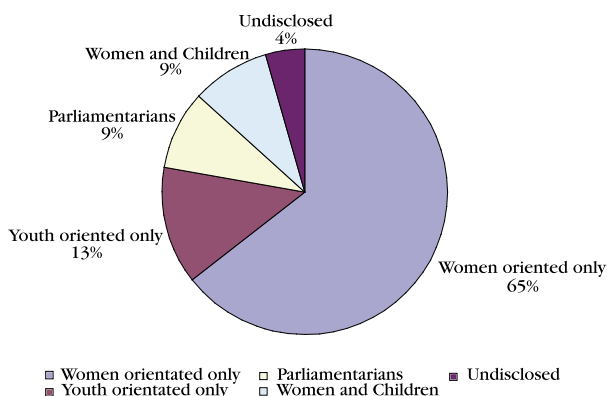


*Figure 1: Distribution of respondents by states of origin*

An analysis of the respondents' portfolios showed that an impressively high proportion of them were in positions of leadership of the organisations

parliament, women shops and youth groups they were from (93.33%), serving as members of parliament, chairpersons, coordinators and programme officers. This is an assurance that the information they gave about the leadership needs of women was likely to be factual.

**Distribution of respondents by affiliate organizations**



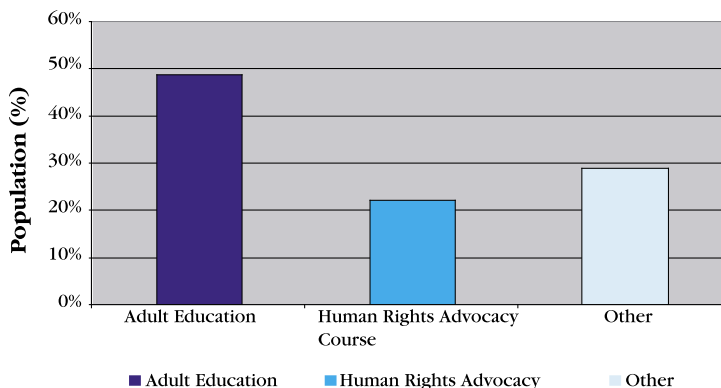
*Figure 2: Distribution of respondents by affiliate organisations*

From the pie-chart, even though women oriented organisations were the majority, it shows that most of the questionnaires that were spoilt were from the women Parliamentarians, an indication that the majority cannot read or write in English.

#### 4.2.2 Courses Opted For

When an analysis of the responses to the question that sought to find out the courses the respondents would apply for was done, the picture that emerged pointed out that the women of Southern Sudan need skills development in a variety of fields. As Figure 3 shows, top on the list was adult education (48.89%) followed by capacity building in women and human rights advocacy (22.22%). Other areas cited include computer studies, child protection, database management and income generating activities in such areas as agriculture, tailoring and micro business management.

**Distribution of respondents by course opted for**



*Figure 3: Distribution of respondents by courses opted for*

### 4.2.3 Training Needs Identified

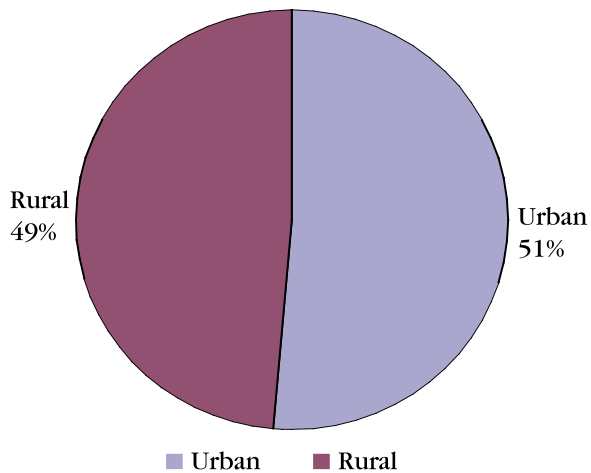
When respondents were asked to list down areas they needed training in with special reference to their interest in the courses applied for, a number of issues came up. They are summarised in Table 4.

*Table 2: Percentage of distribution of reported areas in training needs*

Priority Area	Yes (%)	No (%)
Peace Building	11.11	88.89
Family Care	17.78	82.22
Leadership Skills	22.22	77.78
Employment for women	26.67	73.33
Literacy for Women	31.11	68.89
Proficiency in English	82.22	17.78
Use of Computers	15.56	84.44

From Table 4, it appears that majority cited proficiency in English as key. The women of Southern Sudan need capacity English for them to understand basic social development parameters as peace building techniques, self-reliance, information, communication and technology which are necessary prerequisite for their advancement into mainstream decision making. It is no wonder that when responding to the question that asked about the linkage between the stated course and how it would be beneficial to their programmes or organisation goals, only 12 of them (26.67%) thought that the course would improve their capability to take part in political affairs effectively (Figure 4)

**Figure 6 Distribution of respondents by constituency location**



*Figure 4: Distribution of respondents by perceptions on relevance of course to women's political empowerment*

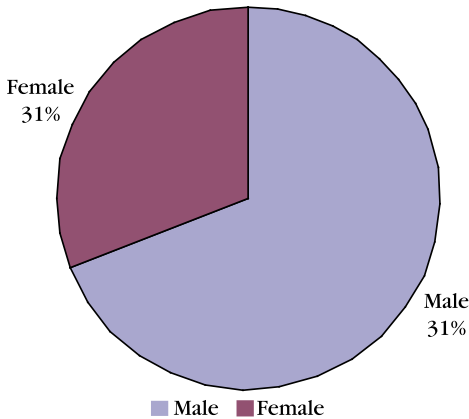
### 4.3 Gender and Governance

A total of 68 questionnaires were successfully filled up for the study.

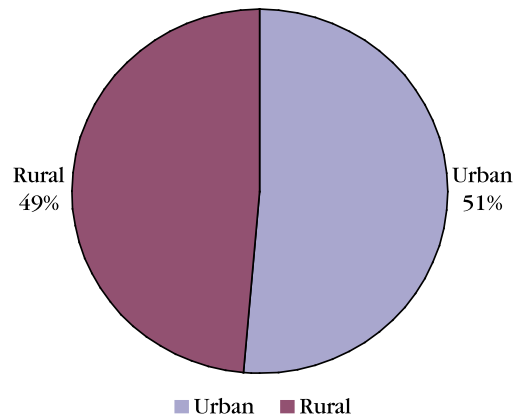
### 4.3.1 Social and Demographic Characteristics of Respondents

Therefore whereas the target of the study was to focus on the training needs of women, but during the Focus Group Discussions (FGD) workshops male MPs and leaders also attended. 68 respondents represented a wide range of social and demographic backgrounds. As Figure 5 shows, most of them (69.1%) were male while the rest (30.9%) were female. This was to be expected as the mainstream political arena is dominated by men.

**Figure 4.4.5.1 Distribution of respondents by gender**



**Figure 6 Distribution of respondents by constituency**



*Figure 5: Distribution of respondents by gender*

Most of the respondents (67.6%) had secondary schooling and above, 5.4% did not disclose their level of school education.

In terms of constituency locations, Figure 6 shows that slightly above half (51.5%) of the respondents came from urban-based constituencies and the rest, 48.5% from rural areas situated constituencies.

*Figure 6: Distribution of respondents by constituency location*

### 4.3.2 Political Characteristics of Respondents

The 68 respondents also come from a variety for political parties, though a vast majority (91.2%) reported that they were members of the Sudan Peoples' Liberation Movement/Army (SPLM/A). This might have been because SPLAM/A is the predominant party in most parts of Southern Sudan. However, only a few respondents (9.4%) reported that they held offices in the management hierarchies of their affiliate political parties.

While a good majority of respondents (72%) reported that they had been involved in politics, dating from 1984, all of them revealed that they had never held any position in Parliament. This brings out the issue that majority of people were in parliament for the first time.

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### 4.3.3 Gender Awareness

The level of awareness about gender among Southern Sudan's populace was assessed by seeking out respondents' understanding of the concept of 'gender' and their awareness about two renowned international instruments for promoting gender equality – the Convention on Elimination of all forms of Discrimination against Women (CEDAW) and African Union Declaration on Gender and Development.

A vast majority of respondents (83.3%) were found to hold the right notion about the concept of gender. This is to the extent they indicated that gender is a socially constructed difference between men and women, as opposed to the rest (16.2%) who perceived it as either “women fighting for their rights” or “women taking over power” and to the extreme illusion that gender is about women.

Their response about the two aforementioned international agreements was, however, wanting. This is to the degree that an astounding proportion of respondents confessed ignorance about the instruments, 91.2 per cent and 94.1 per cent respectively. This response rate gives sufficient credence to the conclusion that while the people of Southern Sudan are aware of gender, they remain massively ignorant about the policy

mechanisms through which they could drive the quest for gender equality in their midst closer to reality.

### 4.3.4 Linking Gender to Governance

The study also sought to find out the extent to which respondents perceived the interplay between gender and governance. In assessing this attribute, respondents were asked whether they thought that women could perform just as well as men in leadership roles. An overwhelming proportion of respondents answered in the affirmative (97.1%), with most of them noting that this was necessary given their population strength and ability to make a difference within the governance agenda while 2.9 per cent were undecided. None of the respondents, notably, tacitly disagreed with this statement.

Under gender and governance, they were further asked whether they thought there were barriers to women's adequate participation in political matters. A great majority of respondents (95.6%) answered in agreement compared to only 4.4 per cent who responded in negative.

Culture was reported by a majority of the respondents as the biggest barrier to women's significant participation in politics, followed by high illiteracy rates. Other possible causes of women's low participation in politics cited were lack of interest, with lack of confidence ranked least in respondents' consideration.

### 4.4 Building the Capacity of Women Already in Parliament.

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The focus group discussions were held with women parliamentarians from the following political parties: Sudan People Liberation Movement (SPLM), National Congress Party (NCP), Union of Sudan African Party One (USAP1) and USAP (USAP2), Sudan African National Party (SANU), United Democratic Front Party (UDF) and Southern Sudan Democratic Party (SSDP).

Out of 47 of the total number of women parliamentarians, there were 28 who represented



the diversity in Southern Sudan. While the majority agreed that they needed capacity building training, they identified the following areas as hindrances to political emancipation.

- Women and human rights
- Inheritance
- Property ownership
- Woman's right to her body, reproductive health and initiations
- Education
- Worship

When asked in what areas they would like capacity building training, they identified the following:

- Representation of women in political parties is still very weak. There is need to increase the number of women who are not only members but also office bearers in political parties
- Need to educate women at all levels
- Education of the girl child should be given priority since most cultures do not value it; instead they prefer to marry off girls at an early age because of the wealth creation benefit of bride price
- Most family households are headed by women as a result of the conflict



*Women parliamentarians during the a FGD in Wau*

- The rate of violence in the society, and more so the high rate of Gender-Based Violence.
- There is a need to strengthen the Ministry for Gender, Social Welfare and Religious Affairs to take up some of the issues at a policy level
- There is need to sensitise the parties on the need to include women as party officials
- Information dissemination is critical for everyone, and especially the information emanating from the workshop
- The issue of role modeling is critical for the youth and young children

As a way forward, the following issues were identified:

- Conduct inter-parliamentary exchange visits among regional, international, national and interstate parliaments to allow for learning and experience sharing
- Facilitate capacity building and skills enhancement to enable effective participation by the parliamentarians
- Strengthen the Ministry for Gender, Social Welfare and Religious Affairs to enable it to effectively create and implement gender policies
- Lobby for the creation of employment quotas

- Provide more publications to enhance the capacity of the women parliamentarians.
- Facilitate translation of key documents in Arabic to overcome the language barrier. This should include the interim constitution, CEDAW, CPA and the six protocols, among others.
- Facilitate the parliamentarians to impart knowledge gained during the workshop and from future training at state/local level
- Full training of women parliamentarians since most of them are first-timers in Parliament. The training should include trauma counseling and leadership
- Lobby Parliament to incorporate gender budgeting and provide budgets for the escalating number of street children
- Start a parliamentary youth training programme for boys and girls drawn from the different states to groom them for political participation.

#### *4.5 Focus Group Discussions with the Journalists*

A workshop to train journalists on parliamentary reporting was organised by the UNDP-GGEPP (Sudan) from February 15 to 17, 2006, in Juba, Southern

Sudan. The workshop was attended by a total of 25 journalists drawn from the mainstream media houses in Southern Sudan and the Diaspora.

At the end of the workshop, an assessment was carried out based on the role of journalists as agents of change in Southern Sudan and also as a channel through which women's capacity can be built through disseminating information, creating awareness and linking community issues with the national agenda with the aim of empowering women.

Participants felt that their capacity as a group was crucial to the overall development needs of women of Southern Sudan. They were, therefore, asked if they thought that there was a need to publish a training manual for journalists on the subjects covered during the workshop and to give their recommendations on areas for further training and actions. All of them were in agreement that the publication of a manual would be a necessary undertaking. Their comments about areas for further training were manifold and included:

- i. Freedom of the press
- ii. Basic reporting skills
- iii. Conflict reporting
- iv. Reporting from hardship-stricken areas
- v. Journalism ethics.

With regard to the workshop itself, participants recommended that:

- i. A follow-up meeting around its topics be held in order to evaluate the long-term effect it created;
- ii. A series of such workshops be held in the interest of mainstreaming gender in the governance processes of Southern Sudan;
- iii. Future workshops should take a longer time to produce more comprehensive results; and
- iv. Monitoring the Southern Sudan media for gender coverage.

## CHAPTER FIVE

This study has examined the aspects of governance capabilities as they prevail upon the women of Southern Sudan. On the whole, the study has provided strong evidence that the women leaders of Southern Sudan lack capacities and crucial skills required to participate effectively in the country's decision-making hierarchies, especially as they relate to the quest for gender equality. This is basically pegged on the effects of the devastating effects of the long-drawn war on the citizens.

It has also emerged that they have an array of opportunities for advancement of gender advancement in Southern

## *Conclusion and Recommendations*

Sudan. From the activities undertaken during this exercise, it suffices that the post-conflict Southern Sudan presents both opportunities for advancement of democracy and an array of challenges. The onus is, therefore, on the Sudanese people as well as development agencies to strike a balance between these opportunities and challenges if the search for an engendered governance of Southern Sudan is to be realised. On the basis of the study findings, focus on the following areas with regard to capacity building for women leaders would be useful:

Overall the story confirms that women leaders are in dire need of training in the following areas;

1. Proficiency in English
2. Leadership skills
3. Lobbying and advocacy.



*Members of parliament during the sessions in Upper Nile State*

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Other areas are

- There is also need to educate women leaders on electoral processes, ranging from voting to parliamentary procedures.
- They also need to be educated on networking with development agencies concerned with gender mainstreaming and gender development in general
- Training of journalists to report effectively on parliamentary proceedings, especially as they relate gender.
- Training women parliamentarians to make of use of mass media in advancing their agenda for the nation.
- Short term courses in English proficiency.
- Translation of the CPA and the constitution for women MPs for advocacy purposes.
- Linkages between women leaders and government groups is necessary.
- Short courses on parliamentary proceedings is urgently required to equip the women on how to debate in parliament.
- Regular information and dissemination is necessary through the newsletter.
- Regular radio programs targeting the women leaders by journalists.

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## Appendices: Data collection instruments

### **Appendix 1**

#### **Good Governance and Equity in Political Participation (GGEPP) Assessment Tool**

##### Form 1: Before Training

Name of the Programme/Organisation: \_\_\_\_\_

Name(s) of the Course Applicant(s): \_\_\_\_\_

Designation of the Course Applicants(s): \_\_\_\_\_

Current Responsibilities in the Programme: \_\_\_\_\_

\_\_\_\_\_  
Name of the training course being applied for: \_\_\_\_\_

1. Training needs: (Specify in detail your needs that necessitated application for this course).

a) \_\_\_\_\_

b) \_\_\_\_\_

c) \_\_\_\_\_

d) \_\_\_\_\_

2. In what ways will this course enhance achievement of the objectives of the Programme you are working with?

a) \_\_\_\_\_

b) \_\_\_\_\_

c) \_\_\_\_\_

d) \_\_\_\_\_

Signature of the applicant(s): \_\_\_\_\_

Approved by:

Name of Supervisor: \_\_\_\_\_

Signature of the Supervisor: \_\_\_\_\_

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## **Appendix 2: Evaluation Questionnaire**

### WORKSHOP ON MEDIA REPORTING FOR JOURNALISTS

1. What was your overall impression of this workshop in terms of organisation?
2. Was the subject – Parliamentary and Gender reporting – useful and appropriate to the specific needs of journalists?
3. a) Has the workshop been of specific benefit to you?  
b) If so how?
4. a) Was the choice of speakers/presentations relevant to the subject?  
b) Which session did you find most useful? And why?  
c) Which sessions were the least useful?
5. Which other areas would you suggest need to be tackled to enable journalists to play a more active role in critical analysis of news?
6. Do you think you are better placed to comment critically on gender mainstreaming of parliamentary and legislative procedure as a result of this workshop?
7. Do you think it is useful to produce a handbook training manual for journalists in those areas?

If you have other comments related to the workshop, please elaborate.

## **Appendix 3: Gender and Governance Questionnaire**

1. Name:
2. What nationality are you?
3. Which area of governance do you work in (parliament, cabinet, local government)?
4. To which political party do you belong?
5. Do you hold a position within the party?
6. If yes, what?
7. Do you belong to a portfolio committee?



- 
8. If so, which?
  9. Do you hold any position in Parliament?
  10. If so, which?

Please circle one response only:

11. Are you:
  - a) Female
  - b) Male
12. What is your age?
  - a) 20-30
  - b) 31-40
  - c) 41-50
  - d) 50-60
  - e) 61+
13. How many children do you have?
  - a) None
  - b) 1-3
  - c) 4-8
  - d) 8+
14. What is your current marital status?
  - a) Married
  - b) Divorced
  - c) Separated
  - d) Single
  - e) Cohabiting

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f) Other

15. What is your highest level of education?

a) Primary school

b) Secondary school

c) Tertiary Education

d) Other

16. How many terms have you been in office?

a) Less than one term

b) One term

c) Two terms

d) Three terms

e) Other

17. Is your constituency:

a) Urban

b) Rural

c) Perk Urban

d) Other

18. Have you travelled outside of your country?

a) No

b) Yes, within Southern Africa

c) Yes, within the continent

d) Yes, within and outside Africa

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## Gender Issues

Please circle one response only:

19. Gender means:
- a) Women's fight for their rights
  - b) Women
  - c) Socially constructed differences between men and women
  - d) Women taking over power
20. Do you regard yourself as a feminist?
- a) Yes
  - b) No
  - c) Unsure
21. Do women express different interests in structures of governance to men?
- a) Yes
  - b) No
  - c) Unsure
22. Do women in elected office have responsibility to raise other women's issues?
- a) Yes
  - b) No
  - c) Unsure
23. Can men in elected office represent women's issues?
- a) Yes
  - b) No
  - c) Unsure

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24. Are you aware of the Convention for the Elimination of All Forms of Discrimination against Women?

a) Yes

b) No

c) Unsure

25. Have you made reference to it in any way (e.g. a speech, a debate, devising legislation/policy?)

a) Yes

b) No

c) Unsure

26. Are you aware of the AU Declaration on Gender and Development?

a) Yes

b) No

c) Unsure

Gender and Governance

Please circle one response only:

27. If 'yes' what is the target in the declaration for women in decision making by 2005?

a) 10%

b) 20%

c) 50%

d) 30%

e) Unsure

28. What do you think the target should be?

a) 30% by 2005

b) 50% immediately

- 
- c) 50% by 2010
  - d) 30% by 2010
  - e) Undecided
29. Do you believe in the use of quotas for boosting women's participation in decision-making?
- a) Yes
  - b) No
  - c) Unsure
30. Do you think women are equally capable of performing leadership tasks as men?
- a) Yes
  - b) No
  - c) Unsure
31. Do you think there are barriers to women participating in decision-making?
- a) Yes
  - b) No
  - c) Undecided
32. If your answer to the previous question is 'yes', please rank which of the following you regard as the most important barrier by circling one of the following responses:
- a) Culture
  - b) Education
  - c) Confidence
  - d) Laws
  - e) Religion
  - f) Domestic responsibility

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g) Women's lack of interest to participate in decision-making

33. Please rank which you feel is the least important barrier to women participating in decision-making by circling one of the reasons below:

a) Culture

b) Education

c) Confidence

d) Laws

e) Religion

f) Domestic responsibility

g) Women's lack of interest to participate in decision-making

34. Do you think there is a link between gender and democracy?

a) Yes

b) No

c) Unsure

35. If your answer to question 34 is 'yes', what is the reason?

a) Because women are entitled to be represented in proportion to their strength in the population;

b) Because women bring a different agenda to governance;

c) Both (a) and (b)

d) Unsure









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