THE IMPACT OF GENDER REPRESENTATION ON GOVERNANCE SYSTEM OF SOUTH SUDAN

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Abstract: -

Women account for over 60% of the population in South Sudan. This is not a force of nature but a direct result of over 39 years of conflict since Sudan's Independence. Years of conflict has not only deprived women of their dependents - husbands and sons, but the disturbing and conventional post-war society coupled with discriminatory cultural traditions and miserable poverty undermines the promotion of equal rights and the ability for women to actively participate in the development of the new nation. The kind of traits that are typically associated with inferior leadership, such as being emotional, sensitive, dependent on others, are recast as legitimate ways of operating in the leadership realm. Again here, we can find philosophical support for including these ways of being in the world in our conception of valuable leadership.

The sample size refers to the number of units that are chosen from gathered population. The sample size is calculated using the questionnaire and interview where Yemen Taro 1970s Formula was applied. 50 samples out of 100 target population was taken. In the finding result, majority of the respondents agreed and believed that representation of women in the national affairs projected gender equality and it can ensure effective development of a country. Because gender plays great roles in peace building particularly in South Sudan were entire population is traumatized by political instability which created rooms to inter-states, communal, tribal conflicts across the nation. So according to according to finding, gender has very significant roles in peace building and national development as well. In conclusion, the majority of the respondents believed that there are challenges facing women representation in governance even though government effort to equal participation.

Keywords: - *gender representation, governance, South Sudan*

CHAPTER ONE
1.0 **INTRODUCTION**
This chapter focus on the introduction, background, problem statement, research objectives, research questions, significant of the study, scope of the study, and organization of the research.

1.1. Background of the study
Women account for over 60% of the population in South Sudan. This is not a force of nature but a direct result of over 39 years of conflict since Sudan's Independence. Years of conflict has not only deprived women of their dependents - husbands and sons, but the disturbing and conventional post-war society coupled with discriminatory cultural traditions and miserable poverty undermines the promotion of equal rights and the ability for women to actively participate in the development of the new nation.
Over 90% of women in South Sudan are illiterate, and 50% of girls under the age of 18 are married which contributes to the high rate of under-presentation in the country which is still thought to be the highest in the world. While the number of girls enrolled in school has increased over the last few years since the signing of the comprehensive peace agreement in 2005, the percentage of girls at school compared to boys lingers at around 37% will significantly project that there is less gender presentation in South Sudan for the next ten years likely.
This number severely declines for education past primary school level. Gender based violence is a reality for many women, and abortion is illegal even when a woman has been raped. The Rule of law is largely inexistent and the majority of cases are dealt with using customary law which inevitably discriminate women and the minorities.

1.2. Problem Statement
Independent South Sudan has a rare opportunity to ensure that state structures, institutions, strategies, plans, budgets, and monitoring and evaluation all reflect and meet the aspirations, priorities, and needs of all South Sudanese, including women, and that these activities result in gender equality and women's human rights. The women's movement in South Sudan can integrate the demands and priorities of women and wider communities into the process of state building. It should be able to operate in an open and free environment and access resources that can facilitate the articulation and implementation of the visions and agendas of women and women's groups in South Sudan. With clear political will and action to ensure gender equality and women's human rights, the government of South Sudan will not only be meeting important obligations and political commitments; it will ensure a strong economy and a functional state, setting an example for other countries emerging from conflict in Africa and elsewhere.

1.3. Research Objectives
The objectives of this research are categorized into two mainly general objective and specific objectives.

1.3.1. General Objectives
The general objective of this study is to find out the impact of gender representation on governance system in South Sudan.

1.3.2. Specific objective
1. To identify the roles played by gender representation in democratic governance.
2. To illustrate the challenges women representatives encountered in the representative positions.
3. To find out the possible solutions to the problems facing women in carrying out their representative duties.

1.4. Research Questions
1. What are the impact gender representation in democratic governance?
2. What are the challenges faced by women representative encountered in their roles?
3. What are the possible solutions to the problems faced by women representative in doing their roles?

1.5. Significance of the Study
The study would provide the following contributions:
1.5.1. Civil Population
The Study would be useful civil population since all the study will portray the unseen role of gender representation on system of governance.

1.5.2. Researchers
Researchers would be able to use this document as a source of information in future studies related to the role of gender representation in system of governance.

1.5.2. Policy Makers and Government
The study would provide information about the role of gender representation on South Sudanese women and the possible solutions as the research recommendations shall be used by policy makers in the.
1.6 Geographical Scope
The research will be carried out in South Sudan since it is the area selected for study to assess the roles of gender representation on the system of governance in South Sudan.

1.7 Research Methodology
Data collection: The materials for this study were sourced mostly from written works from libraries and archives they include: text books, journals, newspapers, and magazines. In fact, this research work is mainly based on secondary and primary data.

i. The study used a combination of methodologies, including survey, historical and descriptive methods.

ii. The study used both primary and secondary data. Regarding the primary data collection process, sample size (50) structured questionnaires were distributed as sample size to represent a target population of one hundred (100) participants in South Sudan. The empirical data collection was analyzed in this manner. The secondary data include all the secondary data sources: newspaper, journal articles, conference proceedings, internet materials.

1.8 Organization of the research
This study was divided into five (5) chapters.

Chapter One (1) it is an introduction of the study and it basically talked about the Background of the Study, statement of problem, objectives of the study, significance of the study, Justification of the study, hypotheses, Organization of the research.

Chapter two (2) Literature Review

Chapter Three is to discuss the Methodology which covers Research Design, sample size, determination sample allocation, sample selection procedures, data collection methods, data collection instruments, and ethical considerations and data analysis methods.

Chapter four (4) is to covers findings of the case study or appraisal of this research work, which is; the impact of gender representation in governance system.

The fifth chapter (5) summary, conclusions and recommendations of finding which the last is but not the less interesting, includes the summary of this research work.

1.9 Definition of Concepts
To avoid ambiguity and misconception of terms, it is imperative that a vivid and clear explanation of terms is given.
Gender: Gender is the range of characteristics pertaining to, and differentiating between, masculinity and femininity.
Representation: the action of speaking or acting on behalf of someone or the state of being so represented.
Governance: Governance comprises all of the processes of governing – whether undertaken by the government of a state, by a market or by a network – over a social system and whether through the laws, norms, power or language of an organized society.
Good governance: good governance is a way of measuring how public institutions conduct public affairs and manage public resources in a preferred way.

CHAPTER TWO
LITERATURE REVIEW
2.0. INTRODUCTION
One of the central assumptions that have become institutionalized within many organizational practices is the notion that women are society's care-takers. This care-taking takes place primarily as unpaid labor within the private sphere (Young 2005)[1]. In the workplace this manifests in the designation of any kind of job that requires care of individuals' bodily, emotional or domestic needs as "female jobs," with a concomitant expectation of it being compensated at a lower level. Since there is general acceptance that leadership positions within organizations typically go beyond care-taking towards roles that require strong direction, control and agency, women may often be excluded from consideration for such opportunities. It comes as no surprise that gendered modes of leadership are described as either "agentic" or "communal" (Eagly and Carli 2007, 68)[2]. Women's concern for treating others compassionately is thought to display a communal orientation, whereas men's agentic orientation makes them more capable of assertion and control. When women display the traits of the communal orientation, such as being affectionate, helpful, friendly, kind, and sympathetic, as well as interpersonally sensitive, gentle, and soft-spoken, they are seen as not agentic enough and hence not capable of leadership. But when they display the agentic behaviors, i.e. aggressive, ambitious, dominant, self-confident, and forceful, as well as self-reliant and individualistic, they are seen as not communal enough, and they tend to be accused of inauthenticity.

2.1. BACKGROUND OF THE STUDY
In terms of leadership research, a gendered binary also seems to be operative in the distinction between an "entity" approach that offers a "realist" perspective on leadership, and a more "relational" approach that offers a "constructivist"

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perspective. Uhl-Bien (2011)[3] associates the realism/entity approach as more masculine in orientation and the constructionist/relational approach as more feminine. The "realist" approach focuses on individuals and their views regarding participation in interpersonal relationships. By contrast, the relational perspective is primarily concerned with being-in-relation and moving away from hierarchical control (Uhl-Bien 2011, 67)[4].

A further gendered dichotomy in the leadership realm is that between so-called "transactional" and "transformational" leadership styles. Men's leadership styles are regularly described as transactional, whereas women leaders are often seen as more transformational in orientation. Transformational leadership is described as a relationship of mutual stimulation between leaders and followers, which converts followers into leaders and also has the capacity to make leaders moral agents (Werhane 2011, 44)[5]. It has been argued that women's capacity to inspire and motivate staff is a result of their enhanced interpersonal skills. Further characteristics that supposedly make women better transformational leaders than men include their willingness to share power and information, their tendency to encourage participation and inclusion, their propensity to instill a sense of self-worth in others and their ability to get employees energized and excited about their work (Psychogios 2007, 174)[6]. Rosener (2011, 28)[7] reports that women are more likely to use power that is based on charisma, work record and contacts than power based on organizational position and the ability to reward and punish others. Women successfully employ interactive leadership strategies, which entail encouraging participation, sharing power and information, and enhancing the self-worth of others (Rosener 2011, 21–24)[8]. Unfortunately, the fact that women are considered to be more natural transformational leaders does not always serve them well in organizations. Reuvers et al. (2008)[9] has found that if men display the traits of transformative leadership, it has a far greater effect on innovation than if women display these same traits. Psychogios (2007)[10] comes to the even more disconcerting conclusion that "feminized management" tends to aggravate the exploitation of female labor instead of creating new management opportunities for women. His research shows that if occupations are "feminized" there is a corresponding decline in salaries and wages.

According to Rosener (2011)[11] transformational leadership cannot be exclusively associated with women: some women succeed by adhering to the traditional male model, whilst some men adopt a transformational leadership style. Both men and women describe themselves as having a mix of "female," "male" and "gender neutral" traits (Rosener 2011, 28)[12]. However, this does not mean that many women do not identify with gender stereotypes and employ them in their self-descriptions.

Gendered assumptions are also evident in the way people talk about what they expect from their leaders and from themselves as leaders. In a study conducted by Metcalfe and Linstead (2003, 110)[13] the researchers found that the leadership style of one of their female subjects was described by her colleagues and staff as "masculine" and "authoritarian." Not surprising, they argue, if one considers the remnants of the masculinist discourse in words like "man-ager." In her description of herself, Nia displays contradictory views on the role that femininity plays in leadership, which serves to downplay the importance of her feminine traits. Instead, she re-inscribes masculine leadership models in the way she talks about her successes and difficulties. This case demonstrates how difficult it is to develop an alternative discourse on leadership. It also suggests that, in-and-of-itself, a linguistic analysis of this problem is unlikely to precipitate the desired change. More thought needs to be given to how the embodied reality of men and women and their ability to resist the gendered stereotyping of leadership are circumscribed and curtailed by these discourses.

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According to Ely and Padavic (2007, 1129)[14] masculinity and femininity are embodied realities as well as belief systems. It is evident in the muscle tensions and body postures that men and women display, and as such, contribute to a further solidification of gender stereotypes. For instance, "style constraints," pertaining to their way of speaking, gestures and appearance, is a reality that many female executives have to deal with (Eagly and Carli 2007, 64)[15]. These constraints impact on the way women can communicate and conduct themselves within everyday business interactions. Women often feel that their less assertive speaking style or hand-gestures may be deemed inappropriate. Disconcertingly, 34% of African American women feel that their physical appearance is more crucial in attaining career success than their actual abilities (Hewlett et al. 2005)[16].

It is also interesting to analyze the way in which people's clothing and accessories both express and re-inscribe their own personal reading of the power dynamics and expectations within an institution. Women leaders tend to wear corporate suits to suggest formality and control— traits that are often associated with the stereotypical male leader. Wearing high heels and walking with a certain confident stride suggests the power and competence that are assumed to be the ideal characteristics of leaders. In men, suits and ties are carefully chosen to tap into specific states of mind, based on the theory that certain colors signify confidence and calm composure. In her essay, "Women recovering our clothes," Young (2005)[17] discusses the split image that results from women seeing themselves, while at the same time being aware of others looking at them. This split image often gives rise to a complex self-conception involving several different images—not all of them always of a woman's own making. For instance, a woman might imagine that she is seen in a particular way when wearing certain clothes, which may or may not be how she imagines herself to be. Clothing and accessories become various kinds of prostheses that allow us to fashion ourselves to the dominant aesthetic as we experience it.

2.2. THE ROLES OF GENDER REPRESENTATION IN DEMOCRATIC GOVERNANCE.

Gender plays a significant role in defining leadership roles and determining the quality of services in organizations. Gender refers to social traits of men and women that range from norms and relationships to roles. Studies reveal that people's perceptions towards gender vary from one society to another and are subject to bound over time. The society instills behavior and norms, such as relationships between people from opposite sex or workmates, to people. The gender structures, relations, and social roles influence people's activities and approaches to handle challenges as well as leadership responsibilities. Essentially, leadership decisions and gender have a significant connection that should be evaluated to facilitate smooth operations in organization. Leadership refers to practical skills incorporating the ability of an individual to guide others towards attaining a common objective.

Basically, leadership involves inspiring, guiding, communicating with the subordinates to execute the assignment at hand appropriately. Organizations have the responsibility to develop effective strategies for prosperous leadership. The progress of an organization depends on the leaders' ability to motivate the subordinates through promotions and other mechanisms. Essentially, the management bodies of different organizations review the performance of subordinates regularly to make informed decisions on promotions and retrenchment. The promotion process involves a series of analysis to determine the appropriate candidate to occupy a vacant position. Thus, both men and women focus on building relevant traits to be considered for promotion into top leadership positions. Research shows that gender balance and equality in leadership revolve around decisiveness, intelligence, and honesty. The paper seeks to discuss the theoretical approach of gender and leadership, gender differences in decision making, gender and time management well as the factors undermining the effectiveness of women in leadership.

Some of the recent studies reveal that leadership approaches differ from men to women due to the distinctive biological characteristics. The social setup and cultural projections present women as a weak sex that battles inferiority complex. Thus, women have been perceived as lesser beings than men in organizational or political leadership. The phenomenon can be understood properly by analyzing factors such as attitudinal drivers, gender roles, decision making, and time management. Also, different theories are used to back up the contributing factors of gender impacts on leadership.

2.2.1. Attitudinal Drivers

Feminine values are evident in business and government institutions. The traits defy the authoritative as well as competitive approach to handling leadership responsibility. However, women abilities are linked to the traditional leadership view of masculinity. The difference between men and women arise due to consensual relations that emanate from feminine values. The varied aspects inspire distinct management issues such as communication, control, and negotiations. Importantly, the feminine values need to be balanced to ensure success in

Essentially, contemporary thinking portrays male leadership as different from that of females. Some scholars argue that particular traits give women an advantage over men in leadership; such characteristics include advanced intermediary

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skills-especially in conflict resolution, effective communication skill, and distinguished interpersonal skills. Further research unveils that women are more empathetic than men in demonstrating concern for people's needs and forming supportive links with others. Moreover, women prove to be better than men on matters such as the ability to develop and maintain efficient relationship subordinates.

2.2.2. Gender Role

Some previous studies reveal that gender influence effectiveness in leadership. Presently, gender can be grouped into three variables; male, female and androgynous. Social stereotypes present males as more salient than women in leadership. The stereotypes are misleading since both men and women show effective leadership traits when provided with the appropriate infrastructure and necessary resources. According to Appelbaum, Audet, &Miller (2013)[18], women have limited chances to assume coveted leadership posts compared to men. Essentially, the concept of gender role helps to define the responsibilities of women in governance and provide guidance on areas that either gender should focus on to promote efficiency.

2.2.3. Decision-Making

Decision-making is among the components that determine the effectiveness of a leader. The analysis of gender in leadership reveals that men and women exhibit various differences in decision-making. Some of the disparities include nature of decisions, tasks in question, and building work relationships. Studies reveal that women focus on developing and maintaining strong work relations with both the junior and senior employees to streamline operation. On the contrary, men rarely focus on work relationships as they concentrate on results. Actually, a woman leader debates an idea with the subordinate making a decision. Usually, men portray calm and self-contemplation of issues before concluding on the concrete course of action. Importantly, decision-making involves ethics and moral responsibilities. The approach of male leaders to tasks is based on personal rights, justice as well as fairness; while women handle ethics with sensitivity, empathy and compassion.

2.2.4. Time Management

The ability to manage time is a vital leadership responsibility. Essentially, proper utility of time enhances quality performance and appropriate use of resources. Moreover, executing the assigned tasks promptly facilitates systematic achievement of personal or organizational goals. Apparently, accomplishment of duties with the set deadline averts tension, work stress, and warrants smooth operations. Both men and women leaders as exhibit quality planning, organizational as well as administration skills which constitutes some of the crucial factors that propel organizational progress in the desired direction.

Leadership is directly related to time management since all activities run under a specific schedule. Thus, the ability to observe time results in little or no confusion at workplace and ensures job satisfaction as well as impressive outcomes.

2.3. THE CHALLENGES FACED BY WOMEN REPRESENTATIVES

Women in America play an inventible role in political and organizational leadership. The achievements of female leaders in the past years shows that women have the capacity to make substantive developmental decisions that influence national as well as international progress (Pew Research Center 2015)[19]. In spite of outstanding leadership characteristics, women occupy few positions both in government offices and business. Factors such as attitude, self-confidence, and the workplace environment have contributed to low number of women in leadership.

2.3.1. Attitude

The submissive nature of women towards leadership reflects some levels of incompetence that influence the ability to lead. Attitude affects an individual's perception towards guiding other an offering solution to complex challenges. According to the gender role theory, women learn feminine duties at young age, which influences their mental attitude and future careers. Appelbaum, Audet, &Miller (2013)[20] states attitude provokes the view of preserving certain individuals as better leaders than others in the society. Women's negative view of leadership contributes to the inefficiencies and incompetent results in some positions. In addition, attitude is closely linked to motivation and; therefore, low morale exhibited by women leaders creates a dull atmosphere and sluggish pace of working by juniors in an institution.

2.3.2. Self-confidence

Quality leadership requires strong character engrossed by self-certainty and trust for successful achievements. Pew Research Center (2015)[21] indicates that women tend to internalize a second-class attitude that negatively affects their

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self-confidence. In essence, lack of confidence reflects unworthiness in top positions hence poor leadership image. The relative deprivation theory stipulates that women express satisfaction with little achievements as compared to men. For instance, a woman would be contented to work in the same rank as a man but with a lower income levels than the male colleague. The character of women to accept less than men signifies low self-confidence and facilitates poor reward system in appreciation of excellent leadership skills. Notably, use of composure and leader emergence regression model helps in improving the leadership predictive abilities of an individual to fill a vacant position.

2.3.3. The Corporate EnvironmentThe working environment for women has indirect relationship with both self-confidence and attitude. For instance, feminine leaders operate in hostile environments characterized by unhealthy competition, dynamic demands, and un-matching expectations. Such environments create result in denial and self-domineering cultures that torment the efforts to enhance equality in leadership. The status quo that views women from an incompetent angle does not show possible indications of change since organizations have evolved to reward as well as protect masculine efforts. An observation on gender-based stereotypes reveals that the position of women in the society promotes stagnation in both social and developmental changes as far as leadership is concerned.

2.4. THE POSSIBLE SOLUTIONS TO THE PROBLEMS FACING WOMEN REPRESENTATIVES
In this section, we will investigate whether it is possible to transform leadership theory and practice through an engagement with the many different ways in which both men and women approach their leadership roles in organizations. What seems to be required is leadership models that allow individuals to lead in their own unique ways, instead of conforming to some pre-conceived gender expectations. We will therefore explore theoretical models that may create a framework for understanding and adopting uniquely individual leadership styles. In the process, we hope to recast important leadership notions, such as "authenticity" and "vision," in more gender-inclusive terms.

2.4.1. Priorities
Following conflict, efforts are often directed toward establishing public order and security, and building or rebuilding state institutions and structures. Depending on how this process unfolds, it can result in maintenance of women's prewar status, improvement in commitments to women's rights, or deterioration in women's status. Below is a discussion and recommendations on ways to ensure wider political and economic empowerment for women, a constitution that includes clear commitments to gender equality and women's human rights, and an enabling environment for gender equality and the rights of women.

2.4.2. Wider Political Participation
Women's participation is a right enshrined in South Sudan's transitional constitution and essential to ensuring a viable economy. It can also lead to stronger and more inclusive state structures and institutions that improve relations between the state and local communities and enable women to take advantage of better governance. In South Sudan, women have earned this right through their active participation in many capacities before independence. As Anne Itto stated in 2006[22], "Women were never simply guests at the negotiating table. The roles they play as combatants, supporters of fighting forces, and peacemakers qualify them to sit at the negotiating table and to assume an active role in implementation."
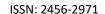South Sudan's 2011 transitional constitution provides for a quota system with 25 percent representation for women at executive and legislative levels. Women compete for the remaining 75 percent of the seats. Similar provisions in the interim constitution resulted in women constituting 33 percent of South Sudan's parliament at independence. The chair of the women's parliamentary caucus envisions an increase in the percentage of women members of parliament to 42 or 43 percent in the next elections and eventually to 51 percent. Several articles by Southern Sudanese activists and writers, however, have described factors obstructing women's political participation. Jane Edward discusses cultural practices, such as early and forced marriages, that limit women's access to education; perceptions that relegate women to the private sphere; the assigning of time-consuming household responsibilities, such as fetching water and preparing food, to women; and negative labeling of politically active women. Focusing on cultural attitudes, a female former minister of information in one of the states said that during her tenure the governor often asked a male subordinate to deliver strong statements, but blamed anything that went wrong in her ministry on her being a woman. Addressing the barriers and creating an enabling environment for women's participation should accompany quotas to ensure equal participation for women and men.

2.4.3. Systemic leadership
In a recent publication entitled: Leadership, Gender, and Organizations (Werhane and Painter-Morland 2011)[23], a number of scholars related recent developments in relational leadership or complexity leadership to the way women lead in organizations. One of the interesting points made by these scholars is that even though complexity leadership seems

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to describe leadership styles that are associated with the socially constructed "feminine" style of leadership, it is a model that suits many men's leadership preferences as well.

From the perspective of systemic leadership, leadership is not necessarily restricted to individuals appointed to positions of authority. In this respect, it represents a significant departure from so-called "great man theories" about leadership, with their implicit sexist assumptions. Systemic leadership is informed and supported by a variety of discourses—from Peter Senge's work on organizational learning and change to Karl Weick's sense-making theories. The basic contention is that an organization cannot properly learn, change or create meaning without the sharing of information and cooperative agreements. Senge and Kaufer (2000) speak about "communities of leaders," while others make reference to "distributed leadership" (Friedman 2004), or relational leadership (Maak and Pless 2006)[24].

An influential definition of systemic leadership is provided by Collier and Esteban (2000, 208) who describe leadership as "the systemic capability, distributed and nurtured throughout the organization, of finding organizational direction and generating renewal by harnessing creativity and innovation." Understanding leadership as an emergent, interactive and dynamic property allows one to distribute leadership responsibilities and privileges throughout an organization's workforce (Edgeman and Scherer, 1999)[25]. Systemic leadership involves a number of different leadership dynamics. Uhl-Bien, Marion and McKelvey (2007, 311)[26] describe these as "administrative," "adaptive" and "enabling" leadership. Administrative leaders play the more formal leadership roles of planning and coordinating organizational activities. It is important to note that though systemic leadership functions are understood in more distributed terms, this does not necessarily mean that formal leadership positions and hierarchies become redundant or have to be abolished. In fact, it is very important that gender-sensitivity is encouraged in and through key managerial tasks, such as setting performance targets, conducting performance reviews, and performing mentoring activities. As such, it is important that those appointed to formal leadership positions are gender- sensitive and play an active role in thinking through the gender implications of their everyday business decisions. Guaranteeing flexible work schedules and childcare facilities for both working mothers and fathers can go a long way towards distributing the childcare responsibilities more equitably. Setting realistic performance targets for the promotion and retention of female leaders, committing to a certain number of female candidates for each leadership vacancy, considering the composition of selection teams and communicating leadership opportunities more transparently have all been mentioned as ways in which management buy-in and commitment to women's leadership can be communicated (PricewaterhouseCoopers 2007)[27]. Mentoring has also been identified as an extremely important factor in the success of women leaders, and both male and female executives must commit to providing it (PricewaterhouseCoopers, 2007)[28].

Adaptive leadership does not mimic stereotypical leadership behaviors, but instead requires a unique response tailored to a specific situation and set of relationships. In this respect it allows women leaders more scope to develop their style of leadership. The challenge however lies in acknowledging this kind of leadership, and not exploiting adaptive leaders by appropriating the positive results of their efforts without any recognition or compensations. Unfortunately, this is what often happens to female leaders who fulfill leadership tasks spontaneously without demanding recognition.

It is important that those appointed to formal leadership positions are gender-sensitive and play an active role in thinking through the gender implications of their everyday business decisions

The third leadership role that Uhl-Bien et al. (2007)[29] refer to is that of "enabling" leadership, which provides the catalyst to facilitate the emergence of adaptive leadership within organizations. It often involves a complex interplay between administrative and adaptive leadership. Enabling leadership often does require some authority, but also entails an active involvement in the boundary situations that organizational members confront. Enabling leaders must be capable of engaging in cooperative strategies, fostering interaction, supporting and enhancing interdependency and stimulating the adaptive tension that allows for the emergence of new patterns. For instance, Vivienne Cox, the CEO of BP Alternative energies, described herself as a "catalyst," who does not drive change, but allows it to emerge.

Uhl Bien et al. (2007)[30] make it clear that all three leadership roles necessarily coexist within organizations. The question that remains however is how adaptive and enabling leadership can be acknowledged, recognized and remunerated within organizations. Unfortunately, it could easily become the "unpaid labor" that women and men with alternative leadership styles perform without formal recognition. As such, it could inadvertently lead to the exploitation

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[26] Systemic leadership involves a number of different leadership dynamics. Uhl-Bien, Marion and McKelvey (2007, 311)[26] describe these as "administrative," "adaptive" and "enabling" leadership.

[27] Considering the composition of selection teams and communicating leadership opportunities more transparently have all been mentioned as ways in which management buy-in and commitment to women's leadership can be communicated (PricewaterhouseCoopers 2007)[27].

[28] Mentoring has also been identified as an extremely important factor in the success of women leaders, and both male and female executives must commit to providing it (PricewaterhouseCoopers, 2007)[28].

[29] The third leadership role that Uhl-Bien et al. (2007)[29] refer to is that of "enabling" leadership, which provides the catalyst to facilitate the emergence of adaptive leadership within organizations. It often involves a complex interplay between administrative and adaptive leadership.

[30] Uhl Bien et al. (2007)[30] make it clear that all three leadership roles necessarily coexist within organizations.

of these individuals in the workplace. Nevertheless, the systemic leadership model is important because it challenges us to rethink certain leadership stereotypes that are often uncritically perpetuated within organizations.

2.4.3. Rethinking authenticity

"Authenticity" is often associated with the consistent way in which an individual acts in accordance with his or her personal traits and beliefs. In practice however, this can amount to a kind of inflexibility that renders the individual incapable of adapting to different or dynamic situations and relationships. From the perspective of systemic leadership, another understanding is required, namely that leadership roles, and hence leadership responses, are fluid. This idea is well represented in contemporary leadership literature. Porras et al. (2007, 198)[31], for instance, explain that the best leaders realize that their role might change over time: an individual who works under your direction and supervision today might become the person to whom you report on another day. In time the same person could even become a customer or a vendor. It is important to maintain the relationship in a kind of "virtual team" even as roles change. This does not amount to "inauthenticity," but instead requires authentic relational responsiveness. In other words, to be "authentic," an individual has to respond appropriately to the situation as it really is at any given point of time. It also involves an acknowledgement that reality—both in terms of the relational dynamics between people in an organizational context and in any business environment in general—is not static, but always complex and dynamic.

Many women are accused of being "inauthentic" when they mimic a stereotypical male leadership style, or at least try and conform to tacit expectations about the way in which leaders ought to talk, walk and make decisions. The problem often is that women are damned if they do, and damned if they don't. If they conform to the male leadership stereotype, they are seen as inauthentic, and if they don't, their leadership is either not recognized at all, or considered inferior to that of men (Eagly and Carli 2007, 64)[32]. This is why it is so important to reconsider the meaning of "authenticity." Women can respond quite "authentically" to the unarticulated expectations that inform one particular situation while resisting these same expectations in another. This does not amount to a lack of authenticity. Instead it is a reflection of the institutionalized prejudices to which women are regularly exposed, and the ways in which particular individuals challenge, resist and navigate them. It is important that organizations pay attention to these dynamics in order to get a better sense of the tacit practices of discrimination that inform the interactions between their members, and to look for ways to challenge and change them. From the perspective of adaptive leadership, it is important to allow individuals to draw on their own strengths, sensibilities and perspectives and to adopt their own unique style as they take responsibility and initiative in leadership roles.The challenge for gender theorists is to simultaneously challenge socially constructed gender stereotypes and essentialist prejudices and advocate the inclusion and consideration of uniquely female perspectives in leadership discourses. To do so they are forced to argue against the rigid oversimplification of gender roles and traits, while simultaneously insisting that women can offer different perspectives and sensibilities when they are allowed to assume positions of leadership. Linstead and Pullen (2006, 1287)[33] draw on the work of Deleuze and Guattari to address the embodied realities and social practices that perpetuate gender discrimination. This allows them to move away from gender as a social construction, while still seeing it as a social process. More specifically, they disrupt the gender binaries by emphasizing individual differences. They argue that the variety of women's experiences must be explored. Each individual is engaged in the process of desiring-production, through which social "reality" is produced. By focusing on different interactions and connections between unique individuals over time, our attention is focused on the multiplicity that results from the conception of desire as a force of proliferation. In terms of leadership theory, this research suggests that it is important to investigate the embodied experience of individual leaders in the workplace, and explore all the different ways in which they lead. We will now proceed to explore this possibility in one specific area of leadership, namely vision, especially since this has been indicated as an area in which male leaders typically outperform their female counterparts (Ibarra and Obodaru 2009)[34].

2.4.4. Rethinking vision

In section three we discussed a survey that found that many business practitioners thought women leaders lack "vision." In the course of our analysis it was suggested that because of women's propensity for cooperation, sharing information and power, and their fear of over- promising and under-delivering, they often do not claim any grand idea as the product of their own "vision." As such, women leaders may not always get the credit they deserve. One way to solve this problem is to re- conceive leadership "vision" in more gender-inclusive terms.

This could be accomplished, in part, by simply acknowledging the unique visionary contributions of women leaders. This would help to expand the way in which leadership "vision" is defined. For instance, Vivienne Cox's leadership style has been described as "organic" by those who work with her. Apparently, she designs incentives and objectives in such a way that the organization naturally finds its own solutions and structures. She encourages everyone in the

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[31] Porras et al. (2007, 198)[31], for instance, explain that the best leaders realize that their role might change over time: an individual who works under your direction and supervision today might become the person to whom you report on another day. In time the same person could even become a customer or a vendor.

[32] If they conform to the male leadership stereotype, they are seen as inauthentic, and if they don't, their leadership is either not recognized at all, or considered inferior to that of men (Eagly and Carli 2007, 64)[32].

[33] Linstead and Pullen (2006, 1287)[33] draw on the work of Deleuze and Guattari to address the embodied realities and social practices that perpetuate gender discrimination.

[34] We will now proceed to explore this possibility in one specific area of leadership, namely vision, especially since this has been indicated as an area in which male leaders typically outperform their female counterparts (Ibarra and Obodaru 2009)[34].

organization to be thoughtful, innovative and self-regulating. Her leadership style is collaborative, drawing on thought leaders outside of the organization and executives in other business units. Her "vision" therefore emerges through her engagements with others, rather than by means of sketching a fixed picture of what the future of the organization should look like.

This example suggests that "vision" need not be understood as the representation of an envisaged future. In fact, thinking about vision as some possible future state that must be realized fixes an organization's operations and activities in inflexible terms. This makes it difficult for the organization's members to respond appropriately to present or future opportunities and challenges and to properly appreciate the significance of past events. In fact, instead of "vision" with its focus on clear-sightedness, neat representations and mimetic strategies, we may do well to consider the more embodied intuitiveness that some philosophers associate with creativity and innovation. Drawing on Bergson, Deleuze (2006, 15)[35] explains that it is up to intuition to show to intelligence which questions are not really questions, as opposed to those that deserve a response. It does this precisely because it assumes duration and offers towards this end an analytical matrix and a method to which intelligence has no access.

Visionary leadership, from this perspective, no longer requires only the capacity to be able to change one's perspective on the world, or to change the world to fit one's perceptions of it, but to embrace a radically new conception of time and experience (Linstead and Mullarkey 2003, 1)[36]. Reality is not stagnant, and hence leaders have to be capable of being part of, and of processing and engaging with, the qualitative variations of experiences over time and in time. Drawing on Henri Bergson, Linstead and Mullarkey (2003, 9)[37] argue that the "élan vital," the vital spirit which appears within our organizational life, is the human impulse to organize. But since the élan vital is a process of creative improvisation, it does not subscribe to the typical organizational strategies of locating, dividing and controlling. These authors (idem 2003, 6)[38] make it clear that the specialized understanding of time as measurable and representable in homogenous units does not allow us to grasp the conscious experience of duration, which is heterogeneous, qualitative and dynamic. From this perspective, something like "vision" cannot be reduced to the creation of measurable time-driven targets, as each unit of time, seen from the perspective of duration, is multiple, unique, and as such not measurable in bits and pieces.

Visionary leadership requires to embrace a radically new conception of time and experience

The kind of traits that are typically associated with inferior leadership, such as being emotional, sensitive, dependent on others, are recast as legitimate ways of operating in the leadership realm. Again here, we can find philosophical support for including these ways of being in the world in our conception of valuable leadership. Deleuze and Guattari (1996, 161)[39] celebrate the unpredictable, uncontrollable overspill of forces that allows us an intuitive grasp of other possibilities of becoming, i.e. different ways of being in the world, and as such, different ways of "leading." Whereas "effective" visionary leadership may direct the course of individuals or organizations to a predetermined goal based on representations, affective envisioning draws on that which is not yet evident within the established order, and hence, cannot be represented. This kind of envisioning draws on forces that exist but remain imperceptible. Deleuze and Guattari (1996, 161)[40] often draw on Uexkull's example of the tick, which is blind, deaf and mute, yet is capable of determining its direction quite accurately. The tick is responding to the perceptual signs and significances of its Umwelt. There are no direct causal factors that cause the tick to act, but instead a creative response to a complex range of embodied perceptions. A leader's perception of the direction in which his/her organization is moving emerge from her/his immersion in relationships, participation in society, experimentation with multi-disciplinary insights, and an ongoing openness towards what he/she is becoming in the process. What all of this points towards is the need to develop embodied practices of resistance in our organizations that challenge gender prejudices and expand our conception of good leadership.

CHAPTER THREE
RESEARCH METHODOLOGY
3.0. Introduction
This section deals with tools and methods that will be used to collect information from the field to fulfill the study questions. The chapter deals with both qualitative and quantitative approach of collection in term of both secondary and primary data, based on the research design, study population, sample size, sample size, sampling method, sampling techniques, data collection procedures, data collection procedures, validity and reliability of the instruments, data processing, data analysis, and finally limitation of the study.

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[35] Drawing on Bergson, Deleuze (2006, 15)[35] explains that it is up to intuition to show to intelligence which questions are not really questions, as opposed to those that deserve a response.

[36] Visionary leadership, from this perspective, no longer requires only the capacity to be able to change one's perspective on the world, or to change the world to fit one's perceptions of it, but to embrace a radically new conception of time and experience (Linstead and Mullarkey 2003, 1)[36].

[37] Drawing on Henri Bergson, Linstead and Mullarkey (2003, 9)[37] argue that the "élan vital," the vital spirit which appears within our organizational life, is the human impulse to organize.

[38] These authors (idem 2003, 6)[38] make it clear that the specialized understanding of time as measurable and representable in homogenous units does not allow us to grasp the conscious experience of duration, which is heterogeneous, qualitative and dynamic.

[39]

[40] Deleuze and Guattari (1996, 161)[40] often draw on Uexkull's example of the tick, which is blind, deaf and mute, yet is capable of determining its direction quite accurately.

3.1. Research Design

A qualitative approach will be used in this research to collect in-depth information from the key informative that was used through interviews, questionnaires, and documented information. Qualitative research includes the various types of interpretive modes of inquiry commonly used in social sciences.

Qualitative research procedure result was obtained by statistical procedures or other methods of qualification that was cited; even if some data quantified the analysis they were likely based on qualitative.

3.2. Target population

The researcher will conduct a research at National ministry of gender, child and social welfare - (Juba) in South Sudan using population of 100 people at which sample size was selected from, at National ministry of gender, child and social welfare.

The study will focus on three directorates that is directorate of rural investment, loan department and department of human resources.

3.3 Descriptive Research Instrument

This refers to the device used to collect data, such as a paper questionnaires or computer assisted interviewing system; Kabila (2011)[41].

3.3.1. Survey

The researcher use survey materials as a data collecting instrument to obtain information from the employees and customers of National ministry of gender, child and social welfare. The questionnaires will be designed according the theme and objectives of the research. The questionnaire contained both the close and open ended questions.

Kabanza (2001)[42] affirm that questionnaires cover big area over a short period of time. It also allows respondents to respond boldly and frankly to questions. The survey can enable collection of vast amount of data in a short time and was less expensive (Amin, 2005)[43].

3.3.2. Interviews using Interview guide

An interview is a conversation between two or more people where questions are asked by the interviewer to elicit facts or statements from the interviewee (M. Kabali 2009)[44]. Interviews are standard part of qualitative research. They will also be used in journalism and media reporting and in various employment – related contexts. This approach shall be guided by consideration that interview method of gathering information can be used to solicit the opinions and suggestions of the respondents. These will be used to collect data from directors, head of department. A set of questions in English were asked to respondents and responses were recorded. The study used interview guides for in-depth interviews directors and heads of departments as key respondents. The interview guide utilized both open and closed ended questionnaires.

The closed ended questions were utilized where it is possible to restrict responses to predetermined answers or where alternatives are few. On the other hand, open questions were used where details needed and where there were alternatives choices.

3.3.3. Closed Questionnaires

A questionnaire is a research instrument consisting of series of questions and other prompt for the purpose of gathering information from information from respondents (M. Kabali 2011)[45]. Although they are often designed for statistical analysis of the responses, this is not always the case. The questionnaire was invented by Sir Francis Galton. A structure questionnaire shall be used to obtain information from respondents (Amin. 2005)[46]. The questionnaire is an efficient data collection method which has the advantages of high complete response within a short period. Use of questionnaires will allow the respondents ample time to reflect on answers to avoid hasty responses and thus enhance the validity (accuracy) of the responses (Mugenda & Mugenda 2003)[47]. The questionnaire method also helps to reduce on the cost and time implications, besides enabling greater responses.3.3.4. Open-Ended QuestionnaireAn open-ended question is designed to encourage a full, meaningful answer using the subject's own knowledge and/or feelings. It is the opposite of a closed-ended question, which encourages a short or single-word answer.

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[41] This refers to the device used to collect data, such as a paper questionnaires or computer assisted interviewing system; Kabila (2011)[41].

[42] Kabanza (2001)[42] affirm that questionnaires cover big area over a short period of time. It also allows respondents to respond boldly and frankly to questions.

[43] The survey can enable collection of vast amount of data in a short time and was less expensive (Amin, 2005)[43].

[44] An interview is a conversation between two or more people where questions are asked by the interviewer to elicit facts or statements from the interviewee (M. Kabali 2009)[44].

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[46] A structure questionnaire shall be used to obtain information from respondents (Amin. 2005)[46].

[47] Use of questionnaires will allow the respondents ample time to reflect on answers to avoid hasty responses and thus enhance the validity (accuracy) of the responses (Mugenda & Mugenda 2003)[47].

3.4. Descriptive Sample

The sample size refers to the number of units that are chosen from gathered population. The sample size is calculated using the questionnaire and interview where Yemen Taro 1970s Formula was applied as stated below;

$$n = \frac{N}{1 + N(e)^2}$$

n = Sample Size (?)
N = Study population (100)
e = Marginal error (10%)

$$n = \frac{100}{1 + 100(0.1)^2}$$
$$n = \frac{100}{1 + 100(0.01)}$$
$$n = \frac{100}{1 + 1}$$
$$n = \frac{100}{2}$$

n = 50 samples

Therefore, the samples of the study shall be 50 samples out of 100 target population

3.5. Sampling Procedures

The sample concerned with the simple random method for study; 50 respondents who were working in the National ministry of gender, child and social welfare will be interrogated for the research, where response will be expressed in percentages form in which representation was in terms of tables for proper analysis on the research view.

The study was concerned on both observation and questionnaires response for easy evaluation of both primary and secondary data collection; that the researcher used during research work. This was simply in line to reflect the real information collection about the research area of concerned.

3.6. Validity and Reliability of Instrument

The researcher will ensure that; there is available space created where respondents tick and highlight their response to the topic area. The research questionnaires design will be made available enough, in order to correspond to the research study areas in all contexts.

3.7. Data Collection

This section includes an overview of the procedures for carrying out specifically at National ministry of gender, child and social welfare. The frequency data collection table outlines the contacts at which these respondents shall be contacted. The data collection in National ministry of gender, child and social welfare based on trained, certified and rectified annually to carry out specific data collection procedures.

Staff affairs training, certification, and annual recertification, staff performance, and observation of staff. The study used both primary data and secondary data out of literatures that was reviewed. In primary data collection; interviews, questionnaires and observation method were greatly used, for more coherent information. Secondary data were used to collect documentation from general accounts, books and files of the business day to day operation of National ministry of gender, child and social welfare.

3.8. Data Processing

The researcher will concentrate on the area of survey from which information about the topic can be reached through physical presentation by the researcher to respondents concerned and questionnaires design that suite the research study were very important analysis in consideration.

2.9. Data Analysis

Both qualitative method of data collection and qualitative analysis will be used; where tables and figures for the main proper data information analysis were evaluated. The research will be mechanically arranged in categories to which codes shall be assigned.

CHAPTER FOUR
ANALYSIS, PRESENTATION AND INTERPRETATION OF RESULTS
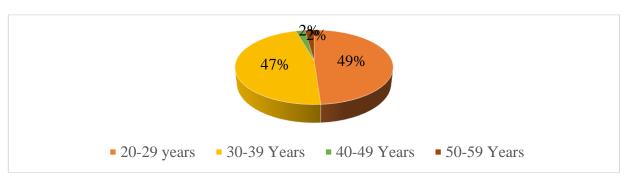**4.0 INTRODUCTION**
This chapter contain the analysis, presentation and interpretation of the findings resulting on 'The Impact of Gender Representation on Governance System in particularly South Sudan'. The analysis and interpretation of the data is carried out based on the results of the questionnaires distributed of which 45 respondents gave their views through completion of questionnaires.

Table 4.1 Ages of the respondents

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-29 years	22	48.9	48.9	48.9
	30-39 Years	21	46.7	46.7	95.6
	40-49 Years	1	2.2	2.2	97.8
	50-59 Years	1	2.2	2.2	100.0
	Total	45	100.0	100.0	

Source: Field Data (Questionnaires 2021)
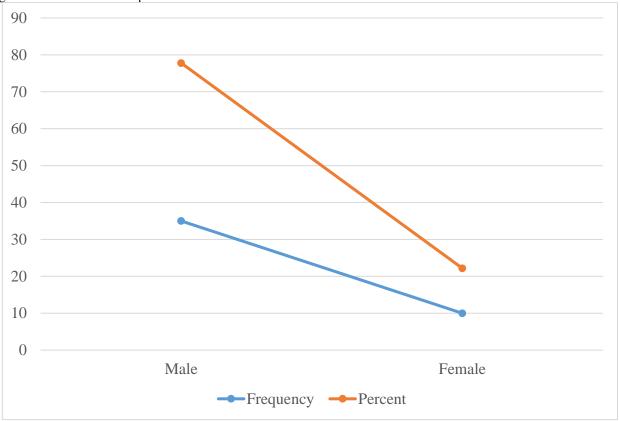
Figure 4.1 Ages of the respondents

According to figure 4.1 result, 48.9% majority out of the respondents fall under 20 to 29 years age set, followed by 46.7% whose ages ranged from 30 to 39 years old and 40 to 49 years age set constituted 2.2% of the respondents. While 50 to 59 years all age group composed 2.2% of the total number of those who participated in this research. This imply that 20 to 29 years age set was the leading among the others ages set due to their high participation.

Table 4.2 Gender of the respondents

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	35	77.8	77.8	77.8
	Female	10	22.2	22.2	100.0
	Total	45	100.0	100.0	

Source: Field Data (Questionnaires 2021)
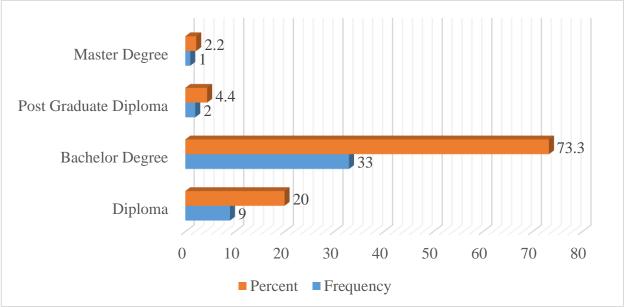
Figure 4.2 Gender of the respondents

As the respondents were asked to indicate their gender in figure 4.2, males were believed to be majority because they have constituted 77.8% of the respondents leaving only 22.2% to be females according to finding of this study. Meaning that males were contribute highly compare to female whom majority of them are only confined to house affairs and denial an access to education.

Table 4.3 High level of education

		Frequency	Percent	Valid Percent	Cumulative Percent
	Diploma	9	20.0	20.0	20.0
	Bachelor Degree	33	73.3	73.3	93.3
Valid	Post Graduate Diploma	2	4.4	4.4	97.8
	Master Degree	1	2.2	2.2	100.0
	Total	45	100.0	100.0	

Source: Field Data (Questionnaires 2021)
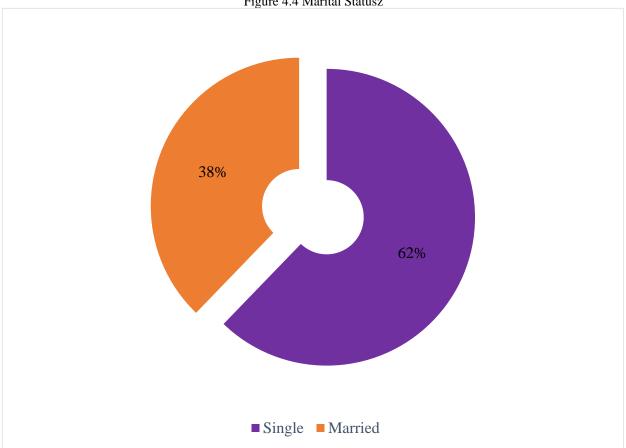
Figure 4.3 High level of education

In educational level of the respondents, the finding has indicated in figure 4.3 that Bachelor Degree constituted lion share of 73.3%, followed by Diploma level with 20% and post graduate Diploma made up 4.4% of participants. However, the Masters' Degree level was the less among others education grades given which an average of 2.2% of total number of respondents. As the result, Bachelor Degree level has become leading among others due to more enrolment to both private and public higher learning institutions in the country and abroad.

Table 4.4 Marital Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Single	28	62.2	62.2	62.2
	Married	17	37.8	37.8	100.0
	Total	45	100.0	100.0	

Source: Field Data (Questionnaires 2021)
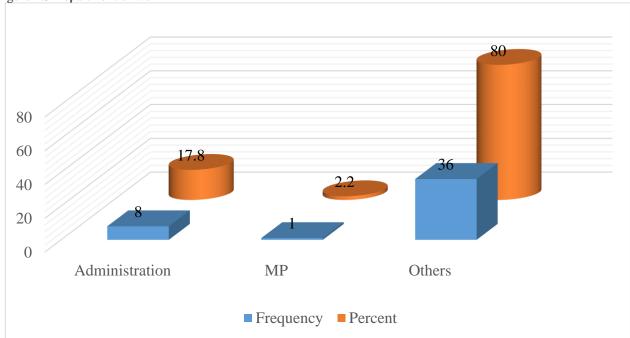
Figure 4.4 Marital Statusz

It has shown in figure 4.4 result that 62.2% majority of the respondents were singles and married respondents constituted 37.8%. This mean that among those who have participated in this research, singles were the majority compare to married participants and this could reflect that early marriage rate is declining in the country.

Table 4.5 Department of work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Administration	8	17.8	17.8	17.8
	MP	1	2.2	2.2	20.0
	Others	36	80.0	80.0	100.0
	Total	45	100.0	100.0	

Source: Field Data (Questionnaires 2021)
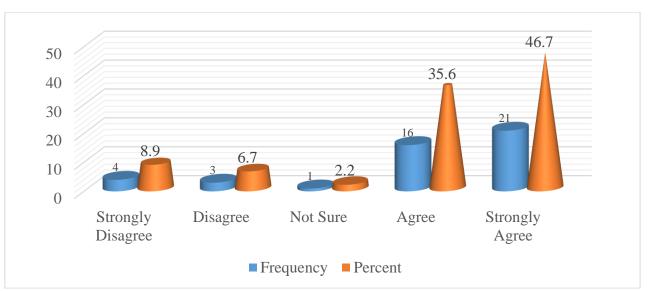
Figure 4.5 Department of work

The finding result in figure 4.5 has indicated 80% of the respondents were working in others departments which were not mention in the above table while those who were working in administration constituted 17.8% of the respondents. The Members of Parliament (MPs) were the minority among other working class with an average of 2.2%. This imply that most of the participants were working at others categories of work in their institutions.

Table 4.6 The representation of women in the national affairs provide enhance gender equality

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	4	8.9	8.9	8.9
	Disagree	3	6.7	6.7	15.6
	Not Sure	1	2.2	2.2	17.8
	Agree	16	35.6	35.6	53.3
	Strongly Agree	21	46.7	46.7	100.0
	Total	45	100.0	100.0	

Source: Field Data (Questionnaires 2021)

Figure 4.6. The representation of women in the national affairs provide enhance gender equality
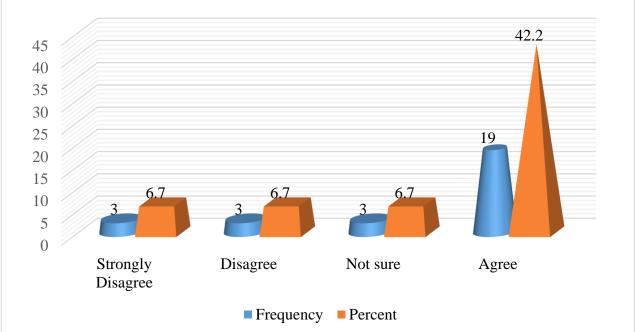
According to the finding result in figure 4.6, 46.7% majority have strongly agreed with statement that the representation of women in the national affairs provide enhance gender equality and it was also agreed by 35.6% of the respondents. However, 8.9% and 6.7% were strongly disagree and disagreed respectively with statement while 2.2% of the respondents were neutral because they were not sure with statement. So the statement was affirmed right by majority views in regard to statement.

Table 4.7 Gender equality ensure effective development of a country

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	3	6.7	6.7	6.7
	Disagree	3	6.7	6.7	13.3
	Not sure	3	6.7	6.7	20.0
	Agree	19	42.2	42.2	62.2
	Strongly Agree	17	37.8	37.8	100.0
	Total	45	100.0	100.0	

Source: Field Data (Questionnaires 2021)

Figure 4.7 Gender equality ensure effective development of a country

In figure 4.7 result, 42.2% and 37.8% of the respondents were agreed and strongly agreed accordingly with statement that gender equality ensure effective development of a country. While 6.7% of participants have strongly disagreed, 6.7% were not sure and 6.7% of the respondents disagreed with statement. This mean that gender equality ensure peaceful development of the country because of equal participations of the genders.
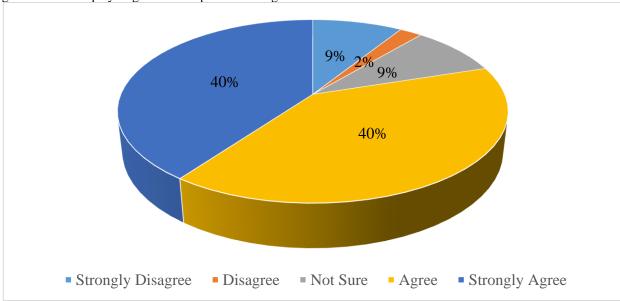
Table 4.8 Gender plays a great role in peace building in South Sudan context

		Frequency	Percent	Valid Percent	Cumulative Percent
	Strongly Disagree	4	8.9	8.9	8.9
	Disagree	1	2.2	2.2	11.1
Valid	Not Sure	4	8.9	8.9	20.0
	Agree	18	40.0	40.0	60.0
	Strongly Agree	18	40.0	40.0	100.0
	Total	45	100.0	100.0	

Source: Field Data (Questionnaires 2021)

Figure 4.8 Gender plays a great role in peace building at the South Sudan context
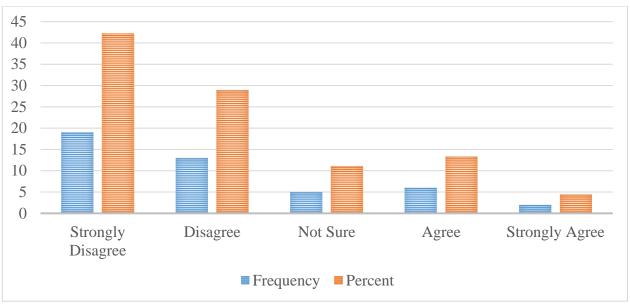

It has indicated in figure 4.8 result that those who have strongly agreed and strongly agreed with statement were equally 40% however, 8.9% of the respondents were strongly disagree with statement that gender plays a great role in peace building in South Sudan. While those who were not sure constituted 8.9% of the respondents and 2.2% made up those who have disagreed with statement. So according to majority views, gender plays very significant roles in peace building in South Sudan.

Table 4.9 There are no roles played by women in the national development

		Frequency	Percent	Valid Percent	Cumulative Percent
	Strongly Disagree	19	42.2	42.2	42.2
	Disagree	13	28.9	28.9	71.1
Valid	Not Sure	5	11.1	11.1	82.2
	Agree	6	13.3	13.3	95.6
	Strongly Agree	2	4.4	4.4	100.0
	Total	45	100.0	100.0	

Source: Field Data (Questionnaires 2021)

Figure 4.9. There are no roles played by women in the national development
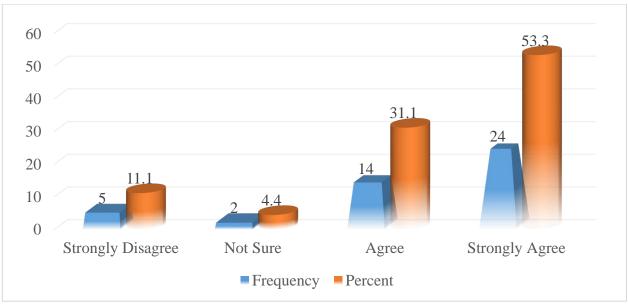
In regard to statement above in figure 4.9, 42.2% majority of the respondents were strongly disagree with statement that there are no roles played by women in the national development and in the same statement, 28.9% disagreed with it. However, 13.3% of participants have agreed with statement and 11.1% were not sure while, 4.4% shows theirs strongly agreement with the stated statement. This mean the above statement was proven wrong by majority and hence women played great roles in the national development in so many aspects.

Table 4.10 Gender base violence greatly affect women participation in the community's affairs

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	5	11.1	11.1	11.1
	Not Sure	2	4.4	4.4	15.6
	Agree	14	31.1	31.1	46.7
	Strongly Agree	24	53.3	53.3	100.0
	Total	45	100.0	100.0	

Source: Field Data (Questionnaires 2021)

Figure 4.10 Gender base violence greatly affect women participation in the community's affairs
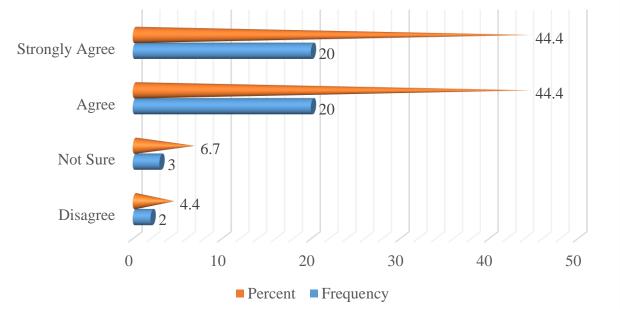
The finding result in figure 4.10 result indicated that 53.3% of those who have participated have strongly agreed with statement that gender base violence greatly affect women participation in the community's affairs and 31.1% of the respondents were also agreed with statement. While 11.1% have strongly disagreed with statement and 4.4% constituted numbered of respondents who were not sure with statement. As the result, gender base violence had affect women participation in communities' affairs.

Table 4.11 There are factors influencing gender role in representation such as illiteracy

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	2	4.4	4.4	4.4
	Not Sure	3	6.7	6.7	11.1
	Agree	20	44.4	44.4	55.6
	Strongly Agree	20	44.4	44.4	100.0
	Total	45	100.0	100.0	

Source: Field Data (Questionnaires 2021)

Figure 4.11 There are factors influencing gender role in representation such as illiteracy

In figure 4.11 result, 44.4% of participants were strongly agree with statement that there are factors influencing gender role in representation such as illiteracy and the statement was also agreed by 44.4% of the respondents. While 6.7% of participants were not sure and 4.4% were disagree with statement respectively. This mean illiteracy is the main factor among other factors which are affecting gender representation in governments.
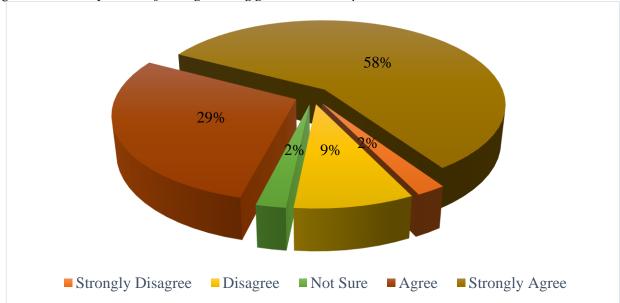
Table 4.12 Illiteracy is the major thing affecting gender role and representation in South Sudan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	2.2	2.2	2.2
	Disagree	4	8.9	8.9	11.1
	Not Sure	1	2.2	2.2	13.3
	Agree	13	28.9	28.9	42.2
	Strongly Agree	26	57.8	57.8	100.0
	Total	45	100.0	100.0	

Source: Field Data (Questionnaires 2021)

Figure 4.12 Illiteracy is the major thing affecting gender role and representation in South Sudan
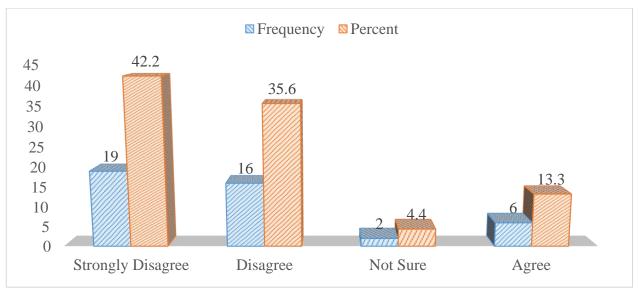

The finding in figure 4.12 result has indicated that 57.8% of those who have contributed to this study were strongly agree that illiteracy is the major thing affecting gender role and representation in South Sudan and among respondents, 28.9% have agreed with statement. However, 8.9% were disagree with statement whereas 2.2% of the respondents remain neutral because they were not sure and 2.2% of respondents strongly disagreed with statement too. Table 4.13 There are no challenges facing women representatives in the representative in the representatives' positions

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	19	42.2	42.2	42.2
	Disagree	16	35.6	35.6	77.8
	Not Sure	2	4.4	4.4	82.2
	Agree	6	13.3	13.3	95.6
	Strongly Disagree	2	4.4	4.4	100.0
	Total	45	100.0	100.0	

Source: Field Data (Questionnaires 2021)

Figure 4.13 There are no challenges facing women representatives in the representative in the representatives' positions
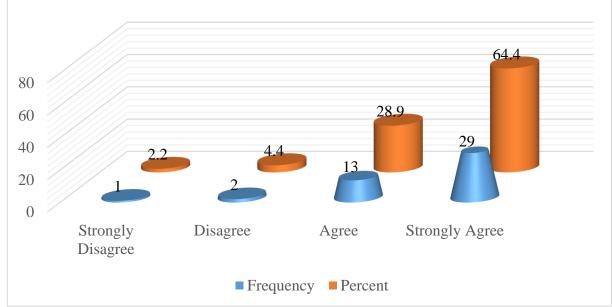
In figure 4.13 result, 42.2% and 35.6% of the respondents have strongly disagreed and disagreed accordingly with statement that there are no challenges facing women representatives in the representative in the representatives' positions however, 13.3% of the respondents have agreed with statement. While 4.4% were not sure and the same portion 4.4% were strongly disagreed with statement.

Table 4.14 Women representation can be increase through increasing the number of girls attending education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	1	2.2	2.2	2.2
	Disagree	2	4.4	4.4	6.7
	Agree	13	28.9	28.9	35.6
	Strongly Agree	29	64.4	64.4	100.0
	Total	45	100.0	100.0	

Source: Field Data (Questionnaires 2021)

Figure 4.14 Women representation can be increase through increasing the number of girls attending education

In figure 4.13 result, 42.2% and 35.6% of the respondents have strongly disagreed and disagreed accordingly with statement that there are no challenges facing women representatives in the representative in the representatives' positions however, 13.3% of the respondents have agreed with statement. While 4.4% were not sure and the same portion 4.4% were strongly disagreed with statement.
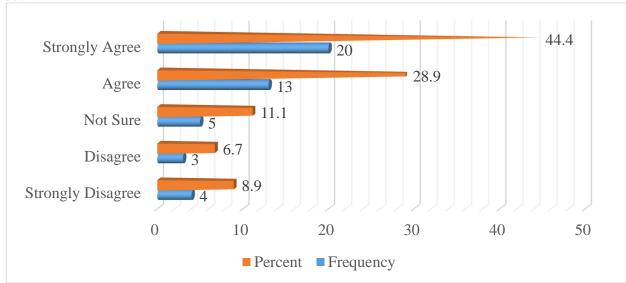
Table 4.15 A constitution must be revised and revisit to address the problem of gender based violence in the country in order.

		Frequency	Percent	Valid Percent	Cumulative Percent
	Strongly Disagree	4	8.9	8.9	8.9
Valid	Disagree	3	6.7	6.7	15.6
	Not Sure	5	11.1	11.1	26.7
	Agree	13	28.9	28.9	55.6
	Strongly Agree	20	44.4	44.4	100.0
	Total	45	100.0	100.0	

Source: Field Data (Questionnaires 2021)

Figure 4.15 A constitution must be revised and revisit to address the problem of gender based violence in the country in order.
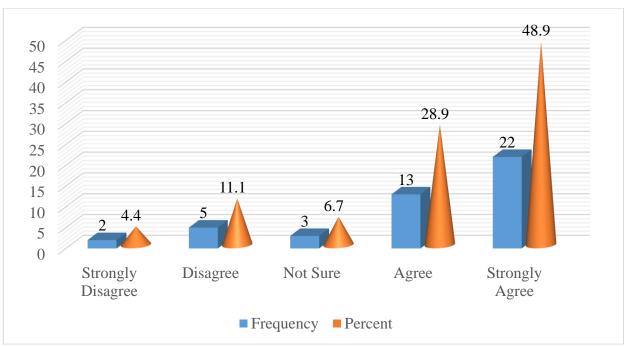

According to figure 4.15 result, 44.4% majority of the respondents strongly agreed with statement that a constitution must be revised and revisit to address the problem of gender based violence in the country and in the same statement, 28.9% have agreed with it. While 11.1% of the respondents were not sure with statement and 8.9% of participants have strongly disagree with the above mentioned statement. However, 6.7% of the respondents disputed the statement because they believed that there is no need to revised constitution.

Table 4.16 There should be an organization established to address gender issues

		Frequency	Percent	Valid Percent	Cumulative Percent
	Strongly Disagree	2	4.4	4.4	4.4
Valid	Disagree	5	11.1	11.1	15.6
	Not Sure	3	6.7	6.7	22.2
	Agree	13	28.9	28.9	51.1
	Strongly Agree	22	48.9	48.9	100.0
	Total	45	100.0	100.0	

Source: Field Data (Questionnaires 2021)

Figure 4.16 There should be an organization established to address gender issues
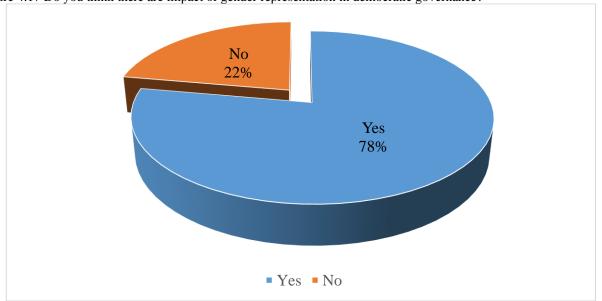
The finding in figure 4.16 result shows that 48.9% of participants strongly agreed with statement that there should be an organization established to address gender issues, 28.9% of those who responded agreed with statement as well. However, 11.1% of the respondents disagreed and 6.7% of respondents were not sure with statement while 4.4% were strongly disagreed.

Table 4.17 Do you think there are impact of gender representation in democratic governance?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	35	77.8	77.8	77.8
	No	10	22.2	22.2	100.0
	Total	45	100.0	100.0	

Source: Field Data (Questionnaires 2021)

Figure 4.17 Do you think there are impact of gender representation in democratic governance?

According to figure 4.17 result, 77.8% majority of the respondents show their opinions by saying 'Yes' that there are impact of gender representation in democratic governance while 22.2% of the respondents say 'No' to statement above mentioned.
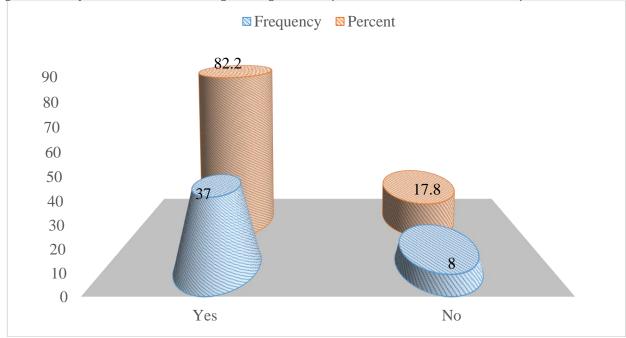
Table 4.18 Do you think there are challenges facing women representative encountered in their representation role?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	37	82.2	82.2	82.2
	No	8	17.8	17.8	100.0
	Total	45	100.0	100.0	

Source: Field Data (Questionnaires 2021)

Figure 4.18 Do you think there are challenges facing women representative encountered in their representation role?

It has shown in figure 4.18 that 82.2% majority of those who have participated indicated their opinions by saying 'Yes' that there are challenges facing women representative encountered in their representation role however, 17.8% has constituted the number of respondents who have said 'No' to statement due to their different perspective on the statement. The fact remain the same since majority have agreed with statement and this could shows that there are challenges facing women especially in representation.

Table 4.19 Are there possible ways through which these challenges can be address?

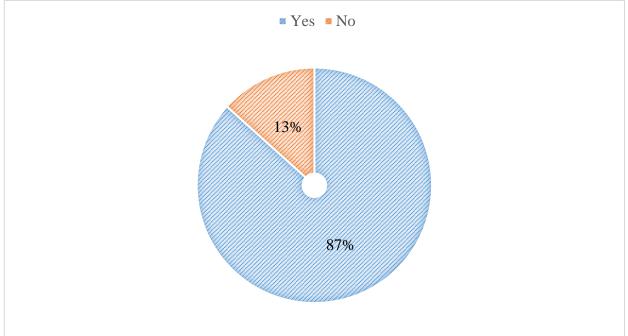|		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	39	86.7	86.7	86.7
	No	6	13.3	13.3	100.0
	Total	45	100.0	100.0	

Source: Field Data (Questionnaires 2021)

Figure 4.19 Are there possible ways through which these challenges can be address?

The result in figure 4.19 result indicated that 86.7% have said 'Yes' that there are possible ways of addressing challenges which are facing women representation while 13.3% of the respondents disagreed with statement and say 'No' there are no ways of addressing outstanding challenges. So according to majority opinions, there is possibility of addressing challenges which are facing gender generally and particularly women representation.

CHAPTER FIVE
SUMMARY, CONCLUSION AND RECOMMENDATIONS
5.0 Introduction
This chapter comprised of summary, conclusion and recommendations of the study on, 'The Impact of Gender Representation on Governance System in particularly South Sudan'. The findings of the research were briefly summarize in regard to collective views given by participants.

5.1.0 Summary of the findings Study
This summarized the finding results into category, respondents' backgrounds and the finding on the Impact of Bank Service Delivery on Customers' Satisfaction in South Sudan.

5.1.1 Background Information
According to finding result, 48.9% majority out of the respondents fall under 20 to 29 years age set, followed by 46.7% whose ages ranged from 30 to 39 years old and 40 to 49 years age set constituted 2.2% of the respondents. While 50 to 59 years all age group composed 2.2% of the total number of those who participated in this research. This imply that 20 to 29 years age set was the leading among the others ages set due to their high participation.
As the respondents were asked to indicate their gender, males were believed to be majority because they have constituted 77.8% of the respondents leaving only 22.2% to be females according to finding of this study. Meaning that males were contribute highly compare to female whom majority of them are only confined to house affairs and denial an access to education.
In educational level of the respondents, the finding has indicated that Bachelor Degree constituted lion share of 73.3%, followed by Diploma level with 20% and post graduate Diploma made up 4.4% of participants. However, the Masters' Degree level was the less among others education grades given which an average of 2.2% of total number of respondents. As the result, Bachelor Degree level has become leading among others due to more enrolment to both private and public higher learning institutions in the country and abroad.
It has shown that 62.2% majority of the respondents were singles and married respondents constituted 37.8%. This mean that among those who have participated in this research, singles were the majority compare to married participants and this could reflect that early marriage rate is declining in the country.
The finding result has indicated that 80% of the respondents were those who are working in others departments which were not stated while those who were working in administration constituted 17.8% of the respondents. The Members of Parliament (MPs) were the minority among other working class with an average of 2.2%. This imply that most of the participants were working at others categories of work in their institutions.

5.1.2 Summary of the finding on 'The Impact of Gender Representation on Governance System in particularly South Sudan'.

The result shows that 46.7% majority have strongly agreed with statement that the representation of women in the national affairs provide enhance gender equality and it was also agreed by 35.6% of the respondents. However, 8.9% and 6.7% were strongly disagree and disagreed respectively with statement while 2.2% of the respondents were neutral because they were not sure with statement. So the statement was affirmed right by majority views in regard to statement.

The finding indicated that 42.2% and 37.8% of the respondents were agreed and strongly agreed accordingly with statement that gender equality ensure effective development of a country. While 6.7% of participants have strongly disagreed, 6.7% were not sure and 6.7% of the respondents disagreed with statement. This mean that gender equality ensure peaceful development of the country because of equal participations of the genders.

It has indicated by result that those who have strongly agreed and strongly agreed with statement were equally 40% however, 8.9% of the respondents were strongly disagree with statement that gender plays a great role in peace building in South Sudan. While those who were not sure constituted 8.9% of the respondents and 2.2% made up those who have disagreed with statement. So according to majority views, gender plays very significant roles in peace building in South Sudan. And 42.2% majority of the respondents were strongly disagree with statement that there are no roles played by women in the national development and in the same statement, 28.9% disagreed with it. However, 13.3% of participants have agreed with statement and 11.1% were not sure while, 4.4% shows theirs strongly agreement with the stated statement. This mean the above statement was proven wrong by majority and hence women played great roles in the national development in so many aspects.

The finding result implied that 53.3% of those who have participated have strongly agreed with statement that gender base violence greatly affect women participation in the community's affairs and 31.1% of the respondents were also agreed with statement. While 11.1% have strongly disagreed with statement and 4.4% constituted numbered of respondents who were not sure with statement. As the result, gender base violence had affect women participation in communities' affairs.

In result, 44.4% of participants strongly agreed with statement that there are factors influencing gender role in representation such as illiteracy and the statement was also agreed by 44.4% of the respondents. While 6.7% of participants were not sure and 4.4% were disagree with statement respectively. This mean illiteracy is the main factor among other factors which are affecting gender representation in governments. While 57.8% of those who have contributed to this study were strongly agree that illiteracy is the major thing affecting gender role and representation in South Sudan and among respondents, 28.9% have agreed with statement. However, 8.9% were disagree with statement whereas 2.2% of the respondents remain neutral because they were not sure and 2.2% of respondents strongly disagreed with statement too.

It was shown that 42.2% and 35.6% of the respondents have strongly disagreed and disagreed accordingly with statement that there are no challenges facing women representatives in the representative in the representatives' positions however, 13.3% of the respondents have agreed with statement. While 4.4% were not sure and the same portion 4.4% were strongly disagreed with statement.

According to result, 42.2% and 35.6% of the respondents have strongly disagreed and disagreed accordingly with statement that there are no challenges facing women representatives in the representative in the representatives' positions however, 13.3% of the respondents have agreed with statement. While 4.4% were not sure and the same portion 4.4% were strongly disagreed with statement.

The finding also shows that 44.4% majority of the respondents strongly agreed with statement that a constitution must be revised and revisit to address the problem of gender based violence in the country and in the same statement, 28.9% have agreed with it. While 11.1% of the respondents were not sure with statement and 8.9% of participants have strongly disagree with the above mentioned statement. However, 6.7% of the respondents disputed the statement because they believed that there is no need to revised constitution.

The finding result implied that 48.9% of participants strongly agreed with statement that there should be an organization established to address gender issues, 28.9% of those who responded agreed with statement as well. However, 11.1% of the respondents disagreed and 6.7% of respondents were not sure with statement while 4.4% were strongly disagreed. However, the 77.8% majority of the respondents show their opinions by saying 'Yes' that there are impact of gender representation in democratic governance while 22.2% of the respondents say 'No' to statement above mentioned.

In other hand, the result indicated that 82.2% majority of those who have participated indicated their opinions by saying 'Yes' that there are challenges facing women representative encountered in their representation role however, 17.8% has constituted the number of respondents who have said 'No' to statement due to their different perspective on the statement. The fact remain the same since majority have agreed with statement and this could shows that there are challenges facing women especially in representation.

And 86.7% have said 'Yes' that there are possible ways of addressing challenges which are facing women representation while 13.3% of the respondents disagreed with statement and say 'No' there are no ways of addressing outstanding challenges. So according to majority opinions, there is possibility of addressing challenges which are facing gender generally and particularly women representation.

5.2 Conclusion

In the finding result, majority of the respondents agreed and believed that representation of women in the national affairs projected gender equality and it can ensure effective development of a country. Because gender plays great roles in peace building particularly in South Sudan were entire population is traumatized by political instability which created

rooms to inter-states, communal, tribal conflicts across the nation. So according to according to finding, gender has very significant roles in peace building and national development as well.

In other hand, the finding also revealed that women are the corner-stone of national development because they are peace lovers and they believed in unity of the country. However, majority strongly put it clear that gender base violence can greatly affect women participation in the community's affairs and in particular government, social organization among others. Even though some of the respondents believed that illiteracy was the leading factor among other factors which are influencing gender role in representation, still there is a need of special attention to bring on broad women especially in government.

Despite of that, the finding result also stressed out that there are challenges facing women in areas to do with representatives' positions and this need constitution to be revised and revisit to address the problem of gender base violence in the country. So the institution concerned and other organization which are dealing with gender issues should intervene to address outstanding problems related to gender inequality and lack of equal participation.

In conclusion, the majority of the respondents believed that there are challenges facing women representation in governance even though government effort to equal participation.

5.3 Recommendations of the study

➢ The national ministry of Gender and Social welfare should be in a position to address challenges facing women with its partners,

➢ Women should be engaged to joined political parties of their choice without threating in order to acquainted themselves with political activities,

➢ There should be good education system across the country which can also attract girls and women to acquire useful knowledge,

➢ Government and its partners should extend awareness and on gender equality to change cultural perceptions and norms on issues to do violence against females,

➢ There should be laws that can guide equal participations of gender and denouncement of discrimination against gender in line with law,

➢ Women should be given unlimited rights to exercise their talents and knowledge in every field of their choice,

5.4 Areas for further Studies

1. Assessment of women's role on governance in South Sudan
2. The impact of democratic governance on women representation in National Governance.
3. The impact of women representation on democratic governance

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