

The State of Women in Political Leadership in the 4th Republican Parliament of Ghana

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Abstract

The study assesses the state of women in political leadership in the 4th Republican Parliament of Ghana, the challenges confronting the women in political leadership and how the situation can be improved. The study employed qualitative research method. Ten women Parliamentarians were sampled for the study. The researcher used interview and observation for collection of data. Thematic process was used to analyze the data collected. This study found that the representation of women in the parliament of Ghana is discouraging. As a result, women were confronted with challenges such as socio cultural problems, intimidation, financial constraints and many other factors, as they try to involve themselves in political leadership. In the study, it was indicated that women political leaders were abused verbally and physically. In Ghana many cultural beliefs and practices serve as a hindrance to women because women must act in accordance to societal norm. Some women solicited for funds from friends, family and philanthropist to enable them partake in political leadership. However, it was found that women used planning, unity, tolerance, patience and other factors, to enable them overcome the barriers. Meanwhile, the society should be educated on the role of women parliamentarians and women parliamentarians should be appreciated, accepted and be encouraged. Therefore, there is the need for women to be competent, disabuse their minds on perceptions which are not the reality, involve themselves in planning, nurturing of oneself and the young ones for political leadership and educating the women on the need to partake in political leadership.

Keywords: Women in Politics, Parliament of Ghana, Political Leadership Position, State of Women, 4th Republican Parliament of Ghana

1.0 INTRODUCTION

Over the years, the United Nations and its agencies have handled the issues concerning women in different facets. Although international bodies with Ghana included, have pronounced and confirmed the equality and rights of men and women, existing literature shows that the percentage of women in politics and legislature is disproportionately low. Gender inequities persist particularly in political leadership, even though immense effort have been made globally with various global conferences such as the Fourth World conference on Women in 1995, the World Summit for Social Development in 1995 and the Cairo Conference on Population and Development in 1994 (Karam, 2000). Until in the 20th century, women were almost ruled out in exercising their franchise or engaging in politics as the men do. However, in 1920, women attained suffrage in some parts of the world like the catholic countries and other countries after the World War II (Ballington, 2008).

The participation of women in politics and the admittance of women in formal structures of political leadership differ from one country to the other. Women compose of over half of the population of the world and play significant roles for the development of societies. Women play some roles like home management, mothering, activists in politics, socio cultural activities and, others, although their involvement in politics is surrounded by historical issues of gender inequities and discrimination (Kivoi, 2004). Stereotypes, biases, attitudes, socio-cultural beliefs, among others, are some of the barriers that hinder women in participating in political leadership spheres. This situation involves the stress on the inferiority of women to superiority of men through socialization process and gender education from infancy (Adhiambo, 2003). The barriers that hinder the progress of women in political leadership in the society are functionally and structurally related. Such barriers are the structures of politics and institutions, socio-cultural constraints in political and social discourse (Bari, 2005). Also, the patriarchal

system, finance, education, customs, violence against women and many other factors were identified as challenges to women in politics (Karl, 1995).

In addition, institutional framework guiding gender division of labor, vertical mobility and recruitment, are some of the barriers, since there is inadequate involvement of women in legislative process on issues that concern them, it has caused male values to reflect the outcome of the decision process (Olejede, 2000). Another challenge that serves as hindrance to women in political leadership is the domination of men in politics. Political parties, which are often controlled by men, have the viewpoint of men in terms of issues concerning the nation without considering the point of view of women. As a result of gender bias, women are not elected as leaders in parties and meetings of councils or parliamentary sessions are normally held at odd times which go contrary to the domestic responsibilities of women (Bari, 2005). During the call for enhancing women participation in national governance in Africa, the percentage of women in the parliament of Ghana was 10% in 1960. However, as a result of the changes in constitution and institutions that came with the democratic rule, women representation in Governance was given the least attention, therefore, the decrease in the participation of women in parliament for the past 50 years (Tsikata, 1997).

In Ghana, no political party is prepared to risk selecting a female presidential candidate at the primary election. This action is attributed to the fact that, candidates are selected based on ethnic, religious and regional background and gender is least considered, especially in the big parties like the NDC and NPP (Sossou, 2006; Tsikata, 2001). This is evident in the 2008 parliamentary elections where 103 women representing 10% contested out of the total number of one thousand and sixty (1,060) contesting parliamentary candidates. However, out of the eight presidential candidates who contested, no woman was involved (Allah-Mensah, 2004). Again in 2008, the number of women representative had reduced, with twenty Members of Parliament representing 8.7% and 20% reduction from parliament, which is less than average. According to the report of the United Nations Fund for Women in national assemblies, averagely, women have about 18.4% seats in 22 countries and their number surpass 30% (Ballington, 2008)

This unfortunate situation in relation to women participation in political leadership is as a result of the attitude of the patriarchal societies and the insensitive nature of the electoral system (Goetz & Hashim, 2003). Many writers have indicated that the participation of women in political leadership or legislation is discouraging and added that, the report of the Secretary General of the Economic and Social Council captures that although women constitute the majority of electorates in the world, but their involvement in political leadership is low. However, the statistical power of women in parliament is so less that they are classified as not effective (Longwe & Clark, 1999). In several countries the abolition of prejudice of all forms against women in political leadership is clearly acceptable in several laws and constitution, as the significance of practicing gender parity has been identified in the entire world, including Ghana (Devine, 1989). Although, there has been improvement in Ghana in decreasing gender inequity over the past years, but women are continuously deprived in terms of basic human rights, access to resources and economic chances as well as voice in politics (Maiga-Toure, 2000). According to gender theory, the involvement of men in political leadership is more than women and therefore it indicates that the interest of half of the population will be partially represented (Andersen, 1975; Schlozman, 1994).

Kasomo (2012) indicated that gender equity is the practice of being unbiased to male and female. Also, Olga (2003) added that in order to ensure gender parity, women empowerment in politics, legislature, and public life, mechanisms should be put in place to ensure equal access of women in political leadership and in decision making positions. However, to ensure quality of democracy, there should be the realization of gender quotas, in order to ensure equal representation and involvement of both men and women. Thus, power disparity between men and women which affect women negatively in terms of political leadership, are as a result of gender parity. This has resulted in low representation of women in key economic and political decision making positions, as 19.6% was recorded as women representation in parliament in the world, as compared to men.

According to Enarson (2009) increasing the number of women in electoral process and parliament, is one of the main transformation in democracy in the 20th century in the world. However, to

achieve the Millennium Development goal, the empowerment of women in political leadership is identified as key in the international political development agenda. The 1992 constitution of Ghana has obviously made provisions in relation to the rights of women in the process of making decision with men and equal rights. Section 27 of the constitution again indicated that women should be assured of equal rights to training and promotion without any obstacle from any person and mechanism should be put in place to ensure that all people especially women, involve actively in political leadership in the country (Sossou, 2006). Moreover, even though women were accepted as electorates, they were still being exempted from most political leadership roles until recently, where they are currently particularly under-represented in parliament and cabinets. Also, that the issue of female participation in political leadership in Africa is appalling and it continued to be deserted even after the first United Nations conference on women in 1975 (Tuwor, 2008). Since human rights are one of the major principles of men and women, then women must take part equally and completely in political leadership and legislation just as their male counterparts (Inglehart & Norris, 2003; Wezel, 2002). However, society will be undemocratic if women, who form the majority of the population, are less represented in parliament and political leadership or have less political rights as men (Ballington, 2008).

1.1 Statement of the Problem

The representation of women in political leadership in parliament is appalling and has become a matter of concern to the global world. According to Kasomo (2012), 19.6% was recorded as women representation in parliament in the world, as a result of the effect of power disparity between men and women. Women in political leadership face challenges which originate from the system of politics set up or dominated by men and women are expected to fulfill certain expectations and roles outlined by previous male leaders. The task and duty of women even when assigned a political leadership position indicates that women should emphasize less on socioeconomic development, but rather on survival issues (Eagly, 2007). The structure of politics in the contemporary era back to the ancient Greece period has developed the notion of excluding women from politics and leadership positions, as some scholars like Locke (2006) and Rousseau (2006) indicated that women have no place in politics and leadership, but rather engage in domestic roles like to nurture and be mothers and wives. Historically, the systems of democracy favor men more than women. This is as a result of the liberal democracy and the political system in relation to women's political leadership (Phillips, 1998; Rai, 1994).

Internationally, women have been involved in issues concerning women and political leadership, but are underrepresented politically in the process of making decision (Tsikata, 1997). The subordination of women in the society is the brain behind the low representation of women in parliament or the exemption of women in political leadership and decision making, as women are portrayed to be naïve, unintelligent, displeasing and untrustworthy (Kabira & Nzioki, 1995). According to Adu (1999) responsibilities at home such as childcare, serve as a major obstacle to women in political leadership and public office. Women may face challenges when they concentrate less on domestic issues and pay more attention to their political career. Similarly, women may encounter problems like stress and conflict, when more attention is paid to their political career instead of their domestic issues. This therefore cause fear in most women to involve themselves in political leadership whilst those who are already involved in political leadership encounter difficulty to continue to occupy such positions. With regards to this, the study sought to assess the state of women in political leadership in the 4th republican parliament of Ghana.

1.2 Research Questions

- How equal is the representation of women to men in political leadership in the Parliament of Ghana?
- What factors motivate women to seek political leadership positions in the parliament of Ghana?
- What are the barriers that affect women's participation in political leadership?
- How do women in the Parliament of Ghana overcome the barriers that affect them in political leadership?

- Why are eligible women not interested in participating in Political leadership?
- How can eligible women be encouraged to avail themselves for political leadership?

1.3 The Purpose of the Study

The general objective of this study was to assess the state of women in political leadership in the 4th Republican Parliament of Ghana.

1.3.1 Specific Objectives

- To examine the political leadership positions women, occupy in the parliament of Ghana.
- To explore the factors that encourage women to seek political leadership positions in the parliament of Ghana.
- To identify the barriers that affect women's participation in political leadership.

1.4 The Significance of the Study

The significance of this study is to ascertain the state of women in political leadership as well as to discover the echelon of women participation. The data on the factors on state of women's political leadership is inadequate due to the fact that literature on women in political leadership in Ghana is not enough. However, this study sought to analyze the state of women in political leadership in the 4th Republican Parliament of Ghana, which will bring transformation in the electoral system, especially, in the elections of parliamentarians to come. It will also encourage the emphasis on policies on affirmative action which will bring gender inequities and factors that impede women participation to the minimum.

The data will help increase or add up to the insufficient literature on women political leadership and representation in parliament as well as serve as reference to researchers and those who make policies in Africa, especially Ghana. Students in tertiary institutions, gender activists and other institutions undertaking a similar research will consider this study as beneficial.

1.5 Scope of the Study

The range of this study was from 1992 to 2012, although some comparisons have been made with earlier studies in the introductory or literature review section or in the major work. The institution involved in this study was the Republican Parliament of Ghana, which is a public institution and a legal law making body. Some departments in the Parliament of Ghana engaged were the Clerk's Secretariat, the Research department, as well as the offices of the women Members of parliament. The Parliament of Ghana was selected in order to have the right response to the needs of the study. Despite the challenges involved, great effort was put in the collection of the data, in order to fulfill the requirement of this study, by achieving the objectives and purposes outlined.

2.0 LITERATURE REVIEW

The composition of women in politics and political leadership positions continue to be low as compared to the men, upon the efforts women have put in the development of politics in Ghana. This chapter explains the state of women in political leadership in the fourth republican parliament of Ghana in relation to relevant literature and theories. This study considered some specific theories that are really connected to the state of women in political leadership such as the feminist theory together with the liberal feminist theory and the social role theory that is essential from a viewpoint of a political engineering. The last aspect will be on discussion and examination of some studies or literature which are applicable to the area of study.

According to the Feminist Political theory, the word "feminist" which evolved from English usage in the 1880s with its meaning still debated upon, signifies support for women in terms of the same political and lawful rights with men. In this theory, the term "feminist" generally means the disparity, subjugation or subordination that exists in the relationship between men and women (Childs & Krook, 2006). From the feminist point of view, gender can be described as manner, responsibility, morals and conduct that is

assigned to female or male in the society. However, gender relation is considered as an issue of inequity and subordination, as indicated by most feminist (Waylen, 1996). According to Walker (1995) the benefits of the society will depend on whether you are born a male or female and this is the perception that all feminist hold. What concern feminist is the fact that men seem to have extra advantage and power than women and how this situation can be changed, as well as the perception of the state of affairs of female is the focal point of feminist political theory (Childs & Krook, 2006). Another concern is the dissimilarities among females in terms of race, traditions, rank and age group which have an effect on their interest and preference (Lovenduski, 2005; Dahlerup, 1998).

There are two outlooks for gender in politics: Representation of women, and the concern for affairs of women. Although the representation of female cannot assure the needed result, but it will help amplify the possibility of considering the affairs of women (Allah-Mensah, 2001). The distinction between males and females is significant in the politics of representation. Longwe and Clark (1999) elaborated some theories of low representation of women within feminist theory. Thus, sex role-socialization, which indicates that in terms of responsibilities, the females and males are trained in different ways, where public life and political leadership is dedicated to the male whilst the home is dedicated to the female. And the Male Conspiracy theory also concerns the fact that there is low representation of female in public political leadership, as a result of men showing favoritism and this theory is developed from feminist ideology. Other factors like status, power, the aspiration to compete for political office, determine the rate of female's representation in legislation and political leadership, as men are domineering in terms of these factors, therefore the females encounter difficulty in challenging with the males (Longwe & Clark, 1999). Childs and Krook (2006) stated that when there are more females in political leadership, it will lead to an enhancement in the representation of females and therefore lead to decline in female stereotyping. The problem of low representation of female in political leadership can be tackled in two different ways.

Through the critical mass, where it is necessary to have a certain number of female representatives (descriptive representation), as argued by some school of thought. And through Substantive representative, where the number of females in political leadership will be of minority but dynamic in pushing the affairs of gender equity (Lovenduski, 2005).

2.1 Liberal Feminist Theory

The Liberal feminists posited that a fair state guarantees the freedom of its citizens since freedom is a basic right and therefore women should have freedom. Liberal feminism is in different categories and liberals disagree among themselves on the meaning of freedom. This study considered freedom as personal independence whilst political freedom is the state of the life of an individual. Classical – liberal or libertarian feminism literature consider freedom as freedom from coercive interfering (Tong, 2007). According to Liberal feminist, there should be the presence of enabling conditions in the lives of women, in order for them to exercise their personal independence.

They added that the necessities and interest of women are inadequately mirrored in their living conditions and such conditions are not legal since women's representation in political leadership is inadequate (Okin, 1989). In addition, that women should live their lives the way they like it, thus personal autonomy should be enjoyed by women. The practical version of personal autonomy offered indicated that women are permitted to have different kinds of autonomy and therefore Women Movement should try to discover the conditions that will lead to the realization of such autonomies (MacKenzie & Stoljar, 2000). Some of the enabling conditions are: Freedom of women from threat of violence or violence should be discouraged because it is an infringement on their dignity, since it causes women to dance to the tune of others instead of their own. Violence also infringes on the self-respect of women (Briston, 26). Also, violence against women and threat of violence, as documented in the liberal feminist literature indicated that it is limiting and disempowering women unfairly (Cudd, 2006).

Second, women should be free from restrictions put by patriarchal paternalistic and moralistic rule. Thus, the rules set by the Patriarchal paternalistic, limit the choice of women based on the fact that such limitations are in the interest of women. A typical instance is the rule that restricts women on their

choice of employment, simply because, women are not interested in certain jobs (Smith, 2004). Similarly, the rule set by the patriarchal moralistic is the limitation of women on their option of jobs, since women are morally forbidden to choose certain jobs (Cornell, 1998; Brake, 2004). The liberal feminist considered such limitations on women options as unfair since the options of women should be determined by themselves and in their own interest and values (Chambers & Clare, 2008).

Third, the liberal feminists held that women were allowed to have alternatives in their lives (Alstott, 2005). Another aspect where women were unfairly restricted in choice was in terms of sex discrimination in education, prejudice and employment (Smith, 2004). According to the Liberal feminist, there had been various attempts to increase the involvement of women in political leadership and public deliberations although, there had been some instances where women were exempted. This was as a result of the gender system which caused women to be less represented in political leadership and legislation. For instance, as a result of the dual role of unpaid and paid work of women, the free time available to women to engage in political leadership become less and therefore this is attributed to the incapability of women to occupy political leadership position as compared to men; the participation in political leadership and legislation is considered to be masculine, as issues of women interest are considered not political but personal, since women do not have power in major institutions to manipulate political affairs. However, when women are underrepresented in legislation and political leadership, it leads to dislocation of the objective of the action of the legislature or it becomes the subject of public discussion (Tong, 2007).

Meanwhile, some liberal feminist realized that because women are exempted from political leadership and public deliberations in cumbersome ways, there is the need to discover remedies and means of escape from the inhuman loop. To enable women, get involved in political leadership and legislation in equal terms with men, then Justice for all members of the society should be considered (Okin, 1989). According to Linda McClain, children should be given civic education to enable them be equipped democratic citizens, as well as to educate them on women's political leadership and equality. Also, she held that exempted traditional matters like dual role of work and family as well as abuse of women should be put in the public domain by the state for consideration (McClain, 2006).

Moreover, there have been recommendations that the state should employ legal mechanisms to do away with the exemption of women in political leadership and legislation (Peter, 2006; Rhode, 1999). Thus, using the legal mechanism to include those who have been exempted is a justification for the unjust underrepresentation of women in political leadership as enjoyed by others (Phillips, 1998). Some mechanisms suggested include having quota or target on the slates of political parties for equal representation of women in legislation and political leadership (Tong, 2007). For instance, Karen Green argued for assured equivalent representation of men and women in parliament (Green & Karen, 2006). However, liberal feminists have divergent views on the effectiveness and justice for such mechanisms (Peters, 2006; Rhode, 1999).

2.2 The Social Role Theory

Social role was defined by Eagly (1987), as expectations which are shared socially by people who are the occupants of some particular social positions (Eagly & Karau, 2002). Two types of gender roles are found under this theory. These are the Injunctive norms which entails the expectations of people with regards to what they should do. The second role which is the descriptive norm, explains the reason why roles performed by gender influence behavior through the exhibition of power. This explains why the leadership of women are looked down upon and frowned by the society. Some societal attributes like being kind, sensitive, loving, compassionate and gentle are associated with women whilst men are associated with some characteristics as freedom, domineering, self-confidence and liable to become leaders (Carpenter, 2001).

The theory posited that the observation of the role being performed by a particular sex make people believe in that sex. This means the difference in the distribution of social role is the cause of the differences seen in the behavior of men and women. Thus, men and women are associated with certain

social and gender roles which determine their beliefs and behavior in terms of the stereotypes attached to these roles (Wood & Lindorf, 2001).

In military, political, corporate and some part of the society, political leadership has been primarily a male right. The number of women in political leadership is insignificant, even though the admittance of women into political position has increased. The "glass ceiling" is a theory, which explains the bias and barricade that exempt women from superior political leadership positions (Federal Glass Ceiling Commission Report, 1995). The glass ceiling concept became popular when women were uncommon in key leadership positions upon the existence of equality of sexes based on various indicators. Inadequate women were identified as the main brain behind the meager representation of women in political leadership. The scarcity of women is attributed to different causes such as responsibilities of the family (Oakley, 2000).

An attempt has been made to effect some of the theories mentioned above to the outcome of the research. The purpose of this review is to compare the various theories, analyze them and use the relevant theory that match the results best. For instance, theories like the feminist theory and the liberal feminist theory were considered, because, they fit into the topic of the study and will provide relevant information to the success of the research. In relation to the explanation elaborated and based on the union of sexes on variables related to human capital, there is the need, to also consider Eagly's (1987) social role theory of sex difference and similarities.

2.3 Empirical Literature Review

Many researchers have conducted research related to this topic of study. For instance; Allah-Mensah (2001) conducted a research on women in politics and public life in Ghana. The researcher employed both secondary and primary source of data to conduct the study. In the study, it was found that there was insufficient number of women in parliament even though women were active in political participation. This issue of insufficient number of women prevailing in the political sector is also prevalent in the public sector organizations. Women were specifically placed at the lower ranks of the organizational ladder which served as hindrance to their participation in decision making processes. From the study, it was identified that there was the absence of affirmative action. And women were also confronted with some obstacles like patriarchal system, cultural practices and traditions, domestic roles and other challenges which contributed to the woefully inadequate representation of women in decision making positions in both political sector and public organizations (Rai, 1994).

Also, Kasomo (2012) conducted a research on "factors affecting women participation in electoral politics in Africa." According to him, women consisted of not as much as 5% as presidents and 15% of Members of Parliament in the world, even though they had taken enormous steps to get elected in offices in politics and to secure a vote in various countries. In his research, he found that there was a customary view in Kenya which indicated that women were inferior to men and therefore had led to traditional acts which subjugated women. According to him, men persistently were domineering in the affairs of religion, economic, social and politics in Kenya, whilst the effort, success and tasks of women in political leadership were barely admitted or known, despite the fact that women form the majority of the population and play a significant responsibility in the society. This situation therefore calls for empowerment of women and their active involvement in decision making. The methodology used in the study were, interview, focus group discussion and questionnaire. The researcher also involved four field assistants to conduct or record interview.

Another research conducted by Melander (2005) was on political gender equality and human rights abuse. He indicated that feminist theories disputed the fact that societies should not be afflicted by group brutality if they are not based on gender hierarchies. This research investigated if there was a correlation between human right abuse undertaken by representatives of state and gender equality (suffering, incarceration, disappearance and killings). The two indicators of gender inequality in politics employed in this study were the proportion of women in parliament and a copy which shows that the chief

executive of a country is a female. The findings indicated that it was uncommon to find female political leaders and there was no correlation between their tenure of office and abuse level. However, the proportion of female representatives in parliament shows a link with human right abuse. Therefore, the result indicated that there was both direct impact on communication with democratic institutions and the involvement of women in parliament. But this result is valid or applicable when there is control of some vital issues known or guess to manipulate behavior.

Also, Kivoi (2004) researched on factors impeding political participation and representation of women in Kenya. The research revealed that in terms of the involvement of women in the structures of government and in decision making, women have been less represented and marginalized since the attainment of independence in Kenya. Women were deprived from involvement in politics as a result of cultural hindrance to economic liberation and customary beliefs, stereotypes, and perception that portrayed women as low-grade. From the data of the members of parliament elected, it indicated that gender equity was a hallucination in Kenya. In terms of the methodology, the research was a desk research, which examined traits which were psychologically, culturally and socially created and were connected to masculine and feminine. Secondary data was also used. From the research, the following were found: Firstly, there was failure on the part of Kenya to discover and apply measures to ensure the economic liberation of women, secondly, there was lack of enthusiasm on the part of political parties to apply the minimum of one third requirement of the constitution, for the female aspirants in the election and thirdly, there was the absence of political will in Kenya that will help reduce gender inequity. This therefore called for urgent need to attend to the issue of gender inequality in that country.

Considering the above research works, Allah-Mensah (2001) focused her research on women in politics and public life in Ghana. Kasomo (2012) conducted a research on factors affecting women participation in electoral politics in Africa, Melander (2005) was on political gender equality and human rights abuse and Kivoi (2004) researched on factors impeding political participation and representation of women in Kenya. However, in relation to the works of the scholars above, their works were centered on political issues concerning women representation, but this work is specifically on the state of women in political leadership in the 4th republican parliament of Ghana. Unlike the methodology used by the other scholars, phenomenological approach in qualitative research was employed in this study to capture the live experience of respondents. The above scholars had different findings to their research works, which may differ from the findings of this study. Some of the gaps identified are, the time those scholars conducted their research may differ from this recent time. Also, the geographical area where some of the researches were conducted may differ from Ghana and even if some were conducted in Ghana, the focus may differ.

2.4 Conceptual Framework.

The conceptual framework is made up of three interrelated components to be used in this study, which is significant in understanding the political leadership of women in the parliament of Ghana. It is categorized into gender, political participation and political leadership. This study is conducted based on the notion that gender which is related to the responsibility of men or women is crafted by culture and the society. Gender can be described as the chance, trait, connection related to a male or female and the social or cultural relationship that exist with it (Kasomo, 2012). The allocation of the responsibility of gender is emphasized during socialization which determines the status of an individual on the formation of the society. Gender which involves the responsibility assigned to a male or female during socialization, differ from sex which is the difference between male and female in the natural way (Kivoi, 2004). On the contrary, gender inequity or gender impartiality indicates the reduction in partiality as some group in the society are marginalized, as witnessed in the less representation of women in parliament and political leadership. The blindness of gender, is a situation where the society including women, due to social practice and cultural upbringing, blindly believe that only men can be in front and direct, where women become subordinates, which breeds gender inequality in societies Ballington, 2008)

Allah-Mensah (2001) described political participation as the act of representatives of government which is manipulated indirectly or directly by actions which are lawful. It is also indicated that representative democracy is key and should be recognized as it also entails execution of public plans and involvement in its creation (Richardson, 1983; Allah-Mensah, 2001). Also, participation in political leadership is the extent to which there is the participation of the members of the society in affairs such as cultural, economic and governance (Igwee, 2002). Therefore, democracy in its actual nature should encourage involvement as a means of transformation, since the representation and involvement of women and men in legislative and political leadership procedure is very vital for the sustenance of the system of democracy. It is indicated that Ghanaian women have demonstrated zeal in the development of democracy in Ghana since 1992 and therefore making of strategies and debatable issues can advance if the number of women in parliament is large or considerable (Allah-Mensah, 2001).

Leadership is considered as a means of organizing people in order to do things which are extraordinary in an effective way. Research has indicated that leaders are those who can challenge the process, are realistic, motivate, led by example and allow other people to operate (Eagly, 2007). Also, leadership is the process of influencing people intentionally in order to direct and aid their rapport and actions in an organization or group (Evans, 2010). According to Elcock (2001) many disciplines, including history, psychology, management studies and political theory have contributed to the study of leadership. The study indicated that political leadership is an idea which is fundamental in understanding the processes and results in politics, however, it is indefinable. Also, Ayalew (2010) described political leadership as a form of leadership which results in basic change in politics, social and economic institutions of a polity. Political leaders inspire followers by stressing on achievement of specific developmental goals with a promising future.

Even though the study of women in political leadership has generally helped in different angles, it also holds the view that the leadership of women may or may not be similar to that of men based on the framework in which they lead. The development of this framework is based on the realization that the study of the leadership of African women should be incorporated with the explanation of oppression of the African women, in terms of prejudice, patriarchal customs, discrimination, neocolonialism, colonialism and the employment of different means to produce and authenticate knowledge (Briston, 2006). Researchers have established that women in political leadership, especially those involved in the issues of social justice, have the propensity to take action as agents of change in the area which is not friendly to women or racial minorities (Alston, 2000; Jones, 2003, Meyers, 2002).

The research of Eagly and Karau (2002) indicated that male leaders are mostly assessed positively unlike female leaders. This is due to the fact that women and men are not with similar characteristics, as men are assumed to have more leadership skills than women and women leaders are graded in a negative way when performing a male related role. This therefore make some women to encounter difficulties in becoming political leaders as a result of some uncertainties and also make it difficult for some women to emerge victorious in elections since some voters perceive women as inefficient in office. Tremblay (1998) and other scholars held that there was a correlation between matters concerning women and the high representation of women in parliament (Tremblay, 1998; Delvin & Elgie, 2008). According to Carrol (1994) the populace would be more affected in terms of plans about women as compared to men, such as, matters on education, female genital mutilation, family planning, Etc., Tremblay (1998) added that the representation of women members of parliament signify the concern and desire of women in the society.

This therefore indicates that, gender, political participation and political leadership is related since, gender will determine the level of participation of either male or female in politics, which will lead to the kind of political leadership position to occupy. However, the leadership of the participants will be determined at the floor of parliament, committee level, and national level and at the constituency level.

2.5 Definition of Terms

The terms in this study are defined according to the usage in the study.

Gender: Gender refers to standards, attitudes, relationships, behavior and roles that are attributed to women and men by the society (Waylen, 1996).

Political Participation: Political participation implies, involvement in debates, meetings of politics and legislation, campaigns related to politics and exercising of franchise when its election time (Kivoi, 2000).

Political Leadership: Political leadership means comradeship and group assignment which is to be attained in a specific Institutional cultural setting and situation, through creative modification (Bari, 2005).

3.0 RESEARCH METHODOLOGY

This chapter outlines the in depth account of the methodology of this study and it entails the location where the study was conducted or organized, the sample size and its features, the technique used in sampling, the design of the research as well as the resources used in the study. The process of collection of data in connection with ethical guidelines, real challenges, data management and analysis will also be dealt with in this chapter.

3.1 Research Design

The research method used in this study was qualitative method and phenomenological approach. Qualitative research entails the use of individual knowledge, introspective, interview based on existing account, observation, interaction based on history, interview, tests which give description and meaning of the usual problems in the life of the individual. Therefore, qualitative researchers embark on studies in the natural setting, to understand and interpret the observable fact to suit the sense of the people (Cassell & Symon, 1994). Therefore, it is impossible to give the causal explanation of human behavior without understanding the subjective state of the individuals involved (Dodd, 2002).

The major method of data collection was interview. Qualitative design permits an in-depth study of the respondent's personal view or experience (Cassell & Symon, 1994). Therefore, the use of qualitative design for this study was convenient since it aided to achieving the aim of the study as well as its understanding, through the provision of detailed explanation of their experiences which was significant to the topic under study, "The state of women in political leadership in the from 4th the republican parliament of Ghana." Qualitative research method also emphasizes more on the context of the study, specifically, where cultural diversity plays a significant function, where by hidden tones and details are well captured if not properly done in other studies. Therefore, since the context of this study considers Ghana as the center of attention, the research design was suitable to unveil any diversity in culture that was not captured in other studies (Evans, 2010).

3.2 Instrumentation

The researcher mainly used interviews in data collection by using Samsung galaxy S4 mobile phone with the model number GT - 19500 to record respondents' interviews for transcription and analysis to be carried on later. For the interview guide, a semi structured plan was pursued, with a degree of reliability and flexibility; the respondents were permitted to bring significant update which could show the way to new areas. The questions which were later posed on respondents were on demographic features like, status in marriage, academic qualification, length of period in politics, and other questions.

This was as a result of the busy schedules of the Members of Parliament. Some interview questions such as the following were asked, "Are you married?", "For how long have you been into politics?" "For how long have you served in the parliament of Ghana?" among others. Other questions asked in the interview include; "in your own view, what are the factors that motivate women to seek political leadership position in the parliament of Ghana?" "What are the barriers that affect women's participation in politics?" and others questions. Although, most of the participants complained that they disliked granting interviews where they would be recorded as a result of political reasons, but later

admitted that their interviews be recorded. In addition to this, the researcher had in her possession a pen and note book in which to write all observations and other interesting ideas.

3.3 Population

The population of this study consisted of 30 people who had been or are actively engaged in electoral politics and are qualified to occupy or had occupied political leadership positions in Ghana. The target population was the women in the 4th Republican Parliament of Ghana. Purposive sampling technique was used to select 10 women for the study. Purposive sampling technique is the choosing of elements such as institutions and individuals which depends on the precise rationale related to response of research work questions (Teddie & Yu, 2007). Strauss and Corbin (1998) indicated that there will always be the tendency for new ideas to emerge, as long as the researcher is familiar with, observe and analyze the data. Therefore, saturation should be considered at a point where new discoveries does not necessarily add any significance to the overall data and in line with this assertion, the sample size can be determined. Therefore, Mason (2010) indicated that sample size of 10 is acceptable in qualitative research.

Also, purposive sampling technique provides a vital basis for acquiring important information from specific people and therefore is suitable for precise events, locations or people. With this sampling technique, exact answers are demanded for the research questions and therefore suitable for the study. Also, this sampling technique was vital for this study because, significant information can be retrieved from some people but not others and therefore it is good for particular people, locations or incidents (Maxwell, 2008).

Considering the scanty number of women in politics and political leadership positions, purposive technique provided a critical benefit as compared to other techniques; hence information associated with women in political leadership was established. This is due to the fact that, the researcher had absolute concentration mainly on women in politics and political leadership, to recognize and deal with issues concerning them. The criterion used in the choice of respondents was based on women who have served as Members of parliament for three (3) years and above as of the time of conducting this research. The Members of Parliament excluded were those who had served in the house of parliament for less than three years. The reason for this selection is that Members who have served in the house of parliament for three (3) years and above might have more insight or knowledge on 'inside, out' of what goes on in the house of parliament and some might be occupying political leadership positions as compared to those who have served for less than three years. The researcher therefore had chosen the female Members of Parliament who have served for the period of three years and above in the house of parliament, either as current or past Members of Parliament. The respondents were chosen based on their experience as Members of Parliament and the number of years served in parliament house.

The respondents were selected from the ten regions of Ghana, namely: Greater Accra Region, Ashanti, Brong Ahafo Region, Northern Region, Upper West Region, Upper East Region, Western region, Central Region, Eastern Region and Volta Region. From the House of Parliament, ten female Members of Parliament were sampled for interview. Seven out of the ten female Members of Parliament from the republican parliament of Ghana were interviewed for the study. Out of this total number, one had been a Member of Parliament for nineteen years six months, two had been Members of Parliament for thirteen years six months, one had been in parliament for four years and three had been in parliament for three years six months, as of the time of collecting this data.

Generally, all the respondents interviewed had experience in leadership or political leadership with good educational background. Some of those interviewed pointed out that they possess Master's degree or qualified certificates from accredited institutions. However, three of the Members of Parliament were hoping to acquire a Master's degree whilst two had a Bachelor's degree and were also hoping to do their Master's degree. Also, with the number of women Members of Parliament interviewed, four were in their matrimonial homes, one was divorced and two were widows. All the seven women interviewed had children. Averagely, each of them had at least two children with the youngest child been ten years.

3.4 Data Collection

The researcher contacted some of the respondents on their mobile phones and was also led by some officers of the research department in Parliament House to meet some of the respondents in their offices, as well as at the tea shop in the Chamber block, in the House of Parliament. The researcher personally also made a follow up to the offices of some of the respondents. Individual or one-on-one interview was the major source of data collection. The researcher introduced herself and explained the general and specific objectives of the study at the beginning of the interview. This was done to build a cordial relationship between the researcher and the respondents. The researcher officially got in touch with the department of research in parliament to enquire if there were women who served in the house of parliament for three years or more and if they satisfy the inclusion criterion, in order to begin the sample selection process. A letter of introduction from the Department of Management (UPSA), introducing the researcher was attained after confirmation was received from parliament house.

The researcher on several occasions called and visited the House of Parliament to aid the process whilst waiting for response which took about two to three weeks to go through the bureaucratic process of Parliament, to get in touch with the suitable people involved. The visit to the parliament house in most of the time was helpful, since an opportunity was created to meet some of the women parliamentarians in question, to communicate with them and many of them were pleased to be included in the research. I was also aided by the staff of the research department at the Parliament House on information related to the area of study and how to get in touch with the respondents. However, it was very difficult to meet the female Members of Parliament even after booking an appointment with them. On the first day of appointment, the researcher spent so many hours at the parliament house, without being able to speak to any of my respondents even after parliamentary sitting.

This therefore frustrated the researcher as she left the house of parliament to the office of another Member of Parliament who was a deputy Minister on the following day, but was turned down by the secretary after several visits to that office. On one of the visits to the office of the said Member of Parliament who was also a deputy Minister, I was told by the secretary that the Member of Parliament (Deputy Minister), had not been to office for one week, but on the contrary, the said Member of Parliament was in the office because, I saw her in her car, parked at the car park. Also, on my subsequent visits to the house of parliament, I was kept waiting for hours before I could speak to any of my respondents.

A pilot study was initially conducted on two female Members of Parliament to ascertain the validity of the questions before the main study. Some demographic questions were added to the original interview questions, such questions as "are you married?" "How many children do you have?" And other questions were modified or retained. The interview of Members of Parliament was in different segments. This is because; the busy schedules of the Members of Parliament had caused the interview to be held at any time or place convenient to the Members of Parliament. Whilst the second segment commenced in a week after the first interview which was used as a stage for verification, the former segment comprised of responses of respondents related to the semi-structured interview guide. During the second segment, the researcher returned to ascertain if there was a link between the first and the second interview conducted, especially in relation to the data and conclusion of respondents. The first segment of the interview began with the explanation of the state of women in political leadership in addition to the objectives and aims of the study, after the establishment of a cordial relationship with the respondents. The interviews were conducted in the offices of some of the respondents which were enclosed almost all the time.

However, some respondents were interviewed at the tea shop in the Chamber block, in the House of Parliament, where Members of Parliament take a rest before the commencement and after parliamentary session. In another office, the frequent mobile calls with the interference of the secretary and other people who kept walking in and out to deliver message to the respondent caused obstruction, which could not be avoided. Even though the interview which took about twenty minutes less each was for confirmation and validation was successful, but the noise from the environment and interruption of people sometimes caused responses to be unclear unless repeated.

3.5 Reliability and Validity

In qualitative research, the researcher serves as the instrument (Patton, 2002) and therefore the effort and the capability of the researcher determines the reliability of the research (Golafshani, 2003). To determine if data is consistent or valid in qualitative research, it will depend on the effort applied by the researcher (Golafshani, 2003). Also, in qualitative research, consistency involves documenting and reporting incidents properly but not the assertion of arriving at the same outcome (Opore, 2006). For this current research to be reliable incidents were sufficiently documented, data was confirmed and examined which guaranteed that it was precise, consistent, replicated and verified.

The concept of validity has been developed and explained to mean honesty, firmness and quality by some qualitative researchers (Davies & Dodd, 2002; Lincoln & Guba, 1985; Mishler, 2000; Seale, 1999; Stenbacka, 2001). Unlike Silverman (2013) who related validity to fact and it entails the correctness and clearness of events that come first before data is created, Davies and Dodd (2002) clarifies rigor as common communications in interviews, reflexivity and subjectivity. According to Patton (2002) dependability is the outcome of validity, together with the talent and capability of a researcher in a study. As a result of the concept termed validity, a semi-structured interview guide was used in this study in an explicit manner to gather data for consistency. It entails making questions uncomplicated as well as repeating the same questions to allow respondents sufficient time and for new ideas to emerge. For this reason, this research was valid and dependable since precision and clarity was established.

Interviews interpretation and transcription forms the main approaches to interviews data analysis, for the objectives stated to be held to. Through transcription, data in visual or audio form are converted or interpreted into a form of writing (Atkinson, 1998). It is a necessity that information required is captured on every transcript concurrently in honesty and validity during transcription process, even though it is a strenuous job but the rationale behind the research analysis should be considered (Edwards, 1993). Therefore, in connection with this study, there was a verbatim transcription of the audio recorded interview data, as the genuine account of the respondents' idea.

3.6 Data Analysis Technique: Content Analysis.

There are three phases involved in data analysis, namely, reduction of data, display of data, and the stage of verification or drawing conclusion. These phases are autonomous and simultaneous, since they are entwined. This approach indicates that content analysis was employed for the thorough examination of the data of interviews (Miles & Huberman, 1994). The phase of reduction of data entails classification, organization and editing of data gathered. This is undertaken by dividing, grouping, teasing out themes, summarizing, coding and memo writing which are integral of the data (Punch, 2013). The next phase, the display of data, involved the exhibition of data in the form of matrices, charts, graphs, tables, networks and relational models. The final phase is the stage of verification and drawing of conclusion. Conclusion is therefore allowed to be figured out from the data after it has been compacted or put in an organized assembly of information. The conclusion entails the analysis of what the researcher had gathered from the data in the study.

The researcher on several occasions re-examined the audio recording together with the transcriptions written, to ensure precision. This was done after the data was decreased and all audio interviews transcribed into writing in order to follow the process indicated above. As a result of this, the researcher was able to correct discrepancies to ensure that the script reflected the real audio recorded. This enabled the researcher to read the scripts of the interview repetitively and got familiarized with the data. Coding, which was the next phase entailed underlining some supporting data in connection with certain likely design in the data. There was a collation of each code with the data which supported it. The purpose of this was to prevent the loss of the original context of the data as it was offered and each script was involved. The search of themes which entailed grouping, comparing and categorizing of codes in terms of monitored design or resemblance was the next stage. The themes which resembled were grouped together and as a result, correlations were recognized and distinguished sub-themes from themes.

At the end, the analysis of data was done to determine if the data was associated with the factors identified to be the state of women in the parliament of Ghana. To guarantee unbiased involvement, each participant was represented by at least an interview extract, which had the purpose of indicating and validating the presence of sub-theme and theme. Then, the interpretation of the outcome was done with reference to literature and theory.

3.7 Ethical Consideration

In the midst of ethical considerations, the knowledgeable consent of the participants, which is very important, involves that participants in the research work are offered detailed updates to provide them with reasonable ideas on the aims and objectives of the study (Silverman, 2013). Sticking to moral requirement helps encourage the creation of actual knowledge instead of falsehood and wrong ideas in relation to the aim of the study (Quarshie, 2011). This means, the researcher ensured that explanations in relation to general over view of the state of women in political leadership, as well as the purpose and objectives of the study was offered at all times before the start of the interview. Also, participants were guaranteed that information gathered was to be utilized for educational purposes only, since the code of secrecy was firmly stuck to. In order for the researcher to restore confidence in the participants and maintain confidentiality, the complementary cards and names of the participants were collected not prior to the interview but afterwards. Aside that fake names were made use of in order to recognize the participants. The researcher employed this technique, in order to set the minds of the participants at rest or restore their confidence of anonymity throughout the process of the interview.

4.0 RESULTS AND DISCUSSION

4.1 Description of Results

This study discovered the feminist theory, the liberal feminist theory and the social role theory, in relation to the state of women in political leadership in the 4th Republican Parliament of Ghana. The study particularly aimed to examine the political leadership positions women occupy in the parliament of Ghana, explore the factors that encourage women to seek political leadership positions in parliament and to identify the barriers that affect women's participation in political leadership. Various themes related to the objective of the study surfaced from the data. By the use of relational models, patterns which were related were put into sub - themes. These were coded under six sub themes, which are; women representation, representing theme 1; motivation, representing theme 2; barriers, representing theme 3; to overcome barriers, representing theme 4; lack of interest representing theme 5; and enhance participation representing theme 6.

4.2 How equal is the representation of women to men in political leadership in the parliament of Ghana?

2.2.1 Women representation

The representation of women in political leadership in the parliament of Ghana is an integral part of democracy in Ghana. Considering the population of women in Ghana which is more than that of men requires a large number of women in parliament to occupy political leadership positions. According to Rai (1994) the representation of women in political leadership is woefully inadequate, as well as in decision making even at the basic level like home. This is attributed to some obstacles like fewer resources, time and other factors which serve as a hindrance to women. Women in political leadership were sampled for this study and they gave different views on the representation of women in political leadership in the 4th republican parliament of Ghana. Most respondents indicated that the representation of women in the parliament of Ghana was discouraging.

A female Member of Parliament had this to say: Comparatively the representation of women against men in parliament is nothing to write home about, considering the fact that we have 275 seats in parliament and only 30 are occupied by women. The number of women in parliament is very small. We have 16 on the part of the majority and 14 on the part of the minority.

Another female Member of Parliament confirmed this and said; It is not equal at all. If you have 275 people in Parliament and you have 30 women, it is not equal, the ratio is not good at all." A female Member of Parliament added this; It is very unequal. If you take the fact that women are 10.9 % of the total population in Parliament, there are only 30 women against the total of 275 in parliament. If you take the fact that women form about 51 % of our population and yet in parliament, where they are representing the people, it is only 10.9 %, it is very unequal.

4.3 What factors motivate women to seek political leadership positions in the parliament of Ghana?

2.3.1 Motivation

When it comes to decision to seek political leadership, motivation is very essential. The women sampled for this study were women in political leadership and they mentioned different motives chosen to be in political leadership. This is in line with the assertion of Ross (2009) which states that some people, who were able to succeed in Ghanaian politics and are remembered of in politics in Ghana, were family members of some women who were encouraged to involve in political leadership.

Self-Motivated: Some respondents indicated that, their main interest in politics was to serve the people and they had succeeded because they personally had concern for the people and wished to serve and help their people. They also wanted to be part of the legislature. One of such persons was a Member of Parliament and she said; For us women, what motivates us is service. We want to serve our people. We want to serve the vulnerable people in the society, people who socially have been excluded, like children. That is what motivate us to come into politics, it is not about power and not about money, it is about serving our people.

Another Member of Parliament remarked: For me, I have the interest of helping people particularly women. Even when I became a member of parliament, I decided particularly to take girl child education seriously, so most of my common fund was spent on girl child education. So my going there was to try to help those girls there and especially the women too. Other respondents indicated that although their motive was to help people especially their fellow women and children, but they also want to break the gap between men and women and be recognized by the society as women who are capable of leading people.

A Member of Parliament mentioned this: You know for women, we want to serve our people, we want to be seen and we want to help our fellow women. We just don't want it to be one sex alone in parliament. We just want to come and bear with the men to let people know that women can do best if given the opportunity.

This is what another Member of Parliament had this to say: I think the major motivation or factor is the need for women to also play a part in the second arm of government which is the legislature. ...So most women, myself for instance, we are motivated by the fact that we need more voices to be heard in Parliament about women issues and children and the vulnerable in the society, to push for the rights of women and children, to ensure that we are taking part in budgetary allocation and approval, to ensure that we are also part of the checks and balances on the executive, also to have fair representation since we are the majority of the total population in the country. Others felt they were born into leadership and with the competence they had, it served as an advantage and encouragement for them to go into leadership.

A Member of Parliament commented on this: For some of us, it is because we were more or less like born into it. I for instance, I started as a cadre and I grew to see that leadership, decision making and all those things were part of my life. I as a woman, I grew amongst men and so the struggle was already there naturally for me to do things on my own ...as someone who has competence in me, I have also tried as much as I can in my life to lead smaller groups.

Motivated by Others: Some of the women were motivated by other people to go into politics. Some indicated that they were encouraged by people in their communities who spotted some leadership qualities in them. Some also said they were encouraged by the presence of some female politicians in politics. Ross (2009) added that in Asia, women who have ties with men in political leadership easily get

high positions even in countries where the rights of women are limited. In relation to this, some of the female leaders made the following comments concerning the factors which encouraged them to be in politics.

One of the respondents commented;

... Also you will come to a point that people will be seeing some leadership skills in you and in my case that was what happened. Some people called me home and said, the way I have been coming to them, talking to them, showing leadership in certain aspects of their lives means I can also lead the constituency. So I should think about being a leader, so I went into politics.

Another Member of Parliament said;

... Then I also look at other women leaders who have come up before me. For instance, let me mention Nana Konadu Agyeman Rawlings of the 31st December Women Movement. She is one of them and the things that we used to do gave me that courage that I can be part of the system, I can be part of decision making, I can be part of leadership and that I can lead people and also make contribution.

This is the comment of another respondent;

... It is just that you will watch others. Before I came to parliament, I was just watching women in parliament and saw how they were going about their work in parliament and that motivated me to become a parliamentarian. And I also took some of them as my role model, for instance, the late Hawa Yakubu was one of the women who motivated me to go into politics.

4.4 What are the barriers that affect women's participation in political leadership?

4.4.1 Barriers

Most of the respondents expressed their displeasure on so many factors that serve as barriers to them as women in political leadership. They mentioned some barriers like intimidation, socio cultural challenges like the dual role of women, lack of logistic to equip women in political leadership, the absence of some mechanisms like the quota system to boost women participation in political leadership and other challenges. They indicated that these factors dampened the spirit of women and discouraged most women from engaging in politics. Schayan (2002) asserted that for Ghana to promote gender equality and reduce poverty there should be mechanisms to encourage equal opportunities for both men and women, as well as to break down the pattern of traditional role. The female political leaders expressed their views in the following ways:

4.4.2 Socio Cultural Beliefs

Most respondents indicated that socio cultural issues in Ghana serve as a hindrance to women in political leadership. This is for the fact that women are perceived not to engage in certain jobs, as they are considered as care takers of home and mostly don't get the support of their husbands or family and failure to do what the society perceive to be the role of women, becomes a problem. This is in line with the assertion of Longwe and Clark, which posited that unlike customary law which show favoritism and consider the women as minors in legal terms, who are controlled and possessed by the men, statutory law is concern with offering equality in legal terms (Longwe & Clark, 1999). In line with this, McEwan (2002) indicated that women in Sub Sahara Africa had less support although they were active in formal or informal sector, which had resulted to marginalizing women in political leadership as well as rendering most of the women unemployed as compared to the men.

The women indicated that, customary law was unfavorable to them, particularly in political leadership. They observed that women in political leadership had to perform both domestic and political activities simultaneously. Failure to do this means going against the norms of the society, which could lead to consequences like divorce for married women or deny others the opportunity to become political leaders. This is in line with the study of Burns et al., (1997) which indicated that there was the likelihood that women will be loaded with domestic work which will affect their participation in political leadership, due to the demand on their time and resources. Therefore, the issue of women managing home, education, employment, marriage and performing parental role is identified to interfere with the participation of

women and widen gender gap in participation (Burns, 2007). The following were the views expressed by the women political leaders; A female Member of Parliament had this to say;

In political leadership, as women, it is a bit difficult; we have the issue of socio cultural problems, sometimes it frowns on the leadership of the women. We are seen to belong to the kitchen, rather than to be outside working, to be those who are the child bearers rather than those who are to be supporting in other things. Culturally, in some societies or communities, you will realize that women are not even allowed to talk when men are talking; women are not allowed at all to even come out.

She added;

... If you are not careful and you are married and you go into politics, your marriage will surely break because, you won't have time for your children, you won't have time for your husband. The unfortunate thing is that in Africa, we tend to take care of our husbands and not our husbands supporting.

Consider the account of another female Member of Parliament;

... Women naturally are born to have children and family, that is a big barrier. To enter politics, you need the support of family and most women don't get the support of their husbands or their parents or their children, it's very difficult for them. A lot of the barriers come with having to manage the family, working, having to chase for statistics, funds ...

Another Member of Parliament said this;

... And some cultures too cannot be ignored. In some countries, they don't want women to lead them. And even in Ghana here, we face the same problem, as the society, particularly the men; frown upon the leadership of women. This makes it difficult for we the women, as we have to force ourselves into political leadership at the same time obey the societal norm of being care takers of home.

Consider the comment of another Member of Parliament;

... Because most of the time we have the men in parliament and because of the type of society we have, they look down upon women and feel that women shouldn't do certain jobs, they should be at home, they should take care of the children and do the house work.

4.4.3 Intimidation

Respondents registered their displeasure on the manner in which some people in the society negatively perceive women in political leadership. They indicated that women in political leadership were verbally abused and in some cases physically abused. This they said was creating difficulties for them in their political career, as most women were affected in terms of their personalities, marital life and other aspects of their lives, as much harm was done to them by the society. Some of the respondents indicated that they received divorce threats from their husbands should they engaged in politics and become political leaders. In relation to this, the study of Ferguson & Katundu (1994) indicated that women who attempted to engage in political leadership were tagged negatively, as recorded on women in Zambia. It was revealed by Ferguson and Katundu (1994) that some women in Zambia were prohibited and threatened with divorce by their husbands should they involve themselves in becoming political leaders.

A female Member of Parliament talking about her experience said;

The insults, name calling and all that, it is as if you are moving from a terrain that is not for women to the men's world. When I joined politics and decided to contest as an MP in my constituency, people said so many unpleasant things about me which was not true. They insulted me; they call me names and many other things. So a lot of the agitations and resistance comes from the men dominated environment, a lot of women cannot stand that pressure and it push them away. This is how another female Member of Parliament expressed her views;

...And if you are a woman and you become a parliamentarian, they say so many things about you, especially, some of our men. They even term us to be prostitutes and there are many insults going on against women in politics. So some of the men, the husbands even, will not allow their wives to become Members of parliament, if people will go about insulting them. This is the view of another Member of Parliament; When you look at the West Africa Sub region, particularly Ghana, women are suffering the

most. ... It is very difficult to get more women because of the humiliation and intimidation that women get from their fellow men. So it is very difficult for women to come out and give their best in parliament.

4.4.4 Financial Constraints

Most of the women leaders spoke about financial constraints as a barrier to women in political leadership. They mentioned that women suffered financial constraints, since poverty was associated with feminism, as women suffered cultural inhibition in relation to inheritance. As a result of this, women were affected in terms of their access to control of resources in the past years. Therefore, issues regarding financial commitment, pose a great challenge to women in political leadership, as the men politicians stand the chance of being sponsored than the women politicians. Respondents added that, the people developed negative perception about women in political leadership when they make attempted to seek financial support from men.

Therefore, some women sold their properties just to enable them part take in political leadership, which was very difficult. According to the study of Cheng and Tavits (2011) there were informal pathways through which women could be persuaded or discouraged from involving in politics. According to the research, because men had been in political leadership for the past years, people don't entertain fear to give them sponsorship unlike the women and this had given them the lead as compared to the women. Commenting on the challenges confronting women in political leadership, this was what a Member of Parliament said; "...Again, financial constraint is also one of them, a lot of women do not get the necessary resources to embark on a campaign. And this is really affecting the chances of women to emerge as political leaders."

This was added by a female Member of Parliament; "...Another thing that is a barrier is finance. We come against financial problems. We are not like the men who have access to funding. It is very difficult for a woman to go out there to solicit for fund for politics. Some women sell their properties to campaign in order to come to parliament. To indicate how difficult, it is for women in terms of finance, another female Member of Parliament mentioned this; Lack of funding is very difficult for women. Most of the men are rich and some of us here are from the down trodden, so it is actually difficult to achieve this aim by just coming from the back door. You have to get somebody to sponsor, to fund you and to do everything, but most of us, the women in parliament are finding it very difficult. ...All those who made it to parliament today came in through their own sweat,

4.5 How do women in the parliament of Ghana overcome the barriers that affect them in political leadership?

2.5.1 To Overcome Barriers

Respondents indicated that although women in political leadership encountered challenges such as intimidation, socio cultural problems, financial problems and other problems, but there should be a solution. Some mentioned unity among women in political leadership, the need for research departments, the need for competence of women, the need to sensitize sensitive women on the need to part take in political leadership and the need to ignore the abusive language and ill- perception of people on women in political leadership, as well as the need to have a plan as a means of overcoming the barriers. In line with this assertion, the US research indicated that lack of information on politics, efficiency and interest on the part of women in political leadership was a contributing factor to gender gap and independence of women in political leadership (Burns, Schlozman & Verba, 1997). The views of the respondents are as follows:

4.5.2 Unity

Commenting on this, a female Member of Parliament said; A lot of barriers are common to women, that is why in parliament we have the women caucus. So all women whether minority or majority, we have a group. We sit, talk, we share our experience, our problems and together we are able to focus on how to deal with that. If we are to deal with it individually, it won't work. So I think our focus need to be

strengthened. So that we women will not only be looking at women in political life, but women for the general good of Ghana, NPP, NDC, how can we come together so that we can overcome?

4.5.3 The Need for Research

Respondents indicated that for women to be competent, vibrant, and active and be able to engage in debatable issues as well as contribute to the welfare of the parliament of Ghana there was the need for research departments for female Members of Parliament. This will equip them to boost the confidence in them. In relation to this, a female Member of Parliament had this to say; We need resource persons to do research, to brief us properly, so that when issues come on the floor of parliament, it is not as if we only stick to the soft issues but also the hard issues. When it comes to economics, when it comes to law making, drafting, technical things, then you will see the women probably not contributing much. So we need to build our research departments for the women, once we have a research department, it can brief us... She continued; We also have to do a lot capacity building, training here and there, build our capacity in the field of law making, since we have chosen to represent the people. We need to also equip ourselves and it will also help us overcome our barriers.

Another female Member of Parliament mentioned this; The "know how", many a times, I use the "know how" for competence. You see, organizational work is very paramount when it comes to politics. How many of us have gotten the organizational skills? How many of us have gotten the competence to talk? How many of us have the skill in bringing people together, especially when it comes to women? So women should be equipped with these skills through research and training to enable us lead with competence.

4.5.5 Sensitizing Women

The women in political leadership mentioned that women should psyche themselves and ignore the insults and abusive language used on them in order to achieve their aim. They should also be strong in their dealings to be able to succeed. This is the comment of a respondent; You don't listen to what goes on. You have to fight hard to get money to finance yourself. But if you listen to any comment people make against you, you won't do politics. I think we all have to stand up to take care of ourselves and do everything by ourselves and make sure we don't depend on any man before we can do it. Otherwise, we are going to be like children and the men will always be on top.

This is the view of another female Member of Parliament; We need to change, conscientise the people, especially the women, change the psyche of the people in relation to how they think, in order for them to accept that a woman will lead them or represent them in parliament. In some regions or ethnic groups, it is very difficult for a woman to be accepted to represent people when it comes to parliament or governance. In response to this question, some of the MPs indicated that women should learn to nurture themselves for leadership, be helpful to their communities and the society should value the girl child. However, the quota system and support of government was necessary to boost the participation of women in political leadership.

To express their views, a female Member of Parliament had this to say; Some of us, we actually nurtured ourselves... Also, because of the role some of us played in our various constituencies, it actually gave us the opportunity to get to this level. So we have to encourage ourselves and change our mind set. This was mentioned by another female Member of Parliament; "... Socially, let your community understand that look, what the boy is doing I can equally do it, show it, let it be seen that you are able to do it."

She continued; Financially, there should be NGOs and others to support, even the government should support the women. ...if the quota system is not practiced in Ghana it's going to be difficult.... So look at the three northern regions, look at the number of MPs we have. We don't have less than fifteen MPs in parliament and yet we have only three women out of the northern Members of Parliament. So how are we going to encourage others? How are we going to serve as role models? So we need the quota system. So women should build their competence.

Another Member of Parliament said this; In leadership, I will say that much depends upon you yourself if you are able to have rapport with your people and if you are able to satisfy them. ...that is why some of us call on the National Commission for Civic Education to come and educate the people from time to time and tell them the role of the Member of Parliament, the role of the Municipal Chief Executive and the role of the Assembly, so as to overcome these problems. Consider another account of a respondent; I think you have to be courageous; you have to take the bull by the horn and say that no matter all these obstacles, if I feel that I should help my people, I should find ways and means of coming to parliament. So you have to seek assistance from some people, you can go to some business men, ask them to assist you financially. She continued: Also, we the women have problems in the house. You have to do the work in the house and at the same time take part in these political activities. So what you need to do is that you have to apportion your time and also make a plan and get somebody to assist you. And through this planning, I think we can overcome some of these barriers.

4.6.0 Why are eligible women not interested in participating in political leadership?

4.6.1 Lack of Interest

According to some of the respondents, in Ghana, most women were eligible of occupying political leadership position, but because of what some think as the ugly side of politics, they developed no interest in it. This is in line with the assertion of Allah-Mensah (2004) that some women were not attracted to politics as a result of the indecent and socially divisive language used by political parties against political opponents, which could affect the development of the nation and the electorates. Here are comments of the respondents; A female member of parliament mentioned this; it is mainly because they are not looking at the bigger picture but they are looking at themselves, whether people will call them names or concentrating on the negativity that as a society, we also created with women in politics."

Expressing her views, another female Member of Parliament said; ... They don't want people to go about insulting them. They don't want to be insulted by people who don't even fit to be their house boys. So some people are very capable, well educated, financially sound, but they will never want to take part in, excuse me to say, "This nonsense" that goes on in politics. Another Member of Parliament had this to say; "It is very difficult for many women to go into politics. It is a man's world, it is a rough terrain, and people insult you. They throw all kinds of things at you. Even in some cases, women are physically attacked." Commenting on this, a female Member of Parliament said; Because of the bad side of politics when it comes to women, many a times, a woman will not like you to call her a prostitute, simply because she is interested in becoming a member of Parliament or even going to lead. A woman will not like to leave her husband and go into politics and the husband will divorce her, simply because she wants to be a District Chief Executive, a political leader or whatever.

A woman cannot get the money, she does not have the money, and it is too much money... This comment was made by another female Parliamentarian; ... Some women are not able to withstand the insults, the drudgery; in fact, the campaigning period is very difficult. It can affect your health if you are not strong, it can affect your thinking. A lot of insults, people who are young, they can even be your kids, they can just tell you anything they want. They will disgrace you, they do all manner of things and, if you don't have the heart for those things, you can't stand it.

4.7.0 How can eligible women be encouraged to avail themselves for political leadership?

4.7.1 Enhance Participation

In encouraging eligible women to involve in political leadership, some of the respondents indicated that there was the need to psyche the women and nurture the young ones into politics. Allah-Mensah (2001) indicated that women should be encouraged to get educated in order to have self - confidence, to be able to participate in politics and decision. These are the comments of the political leaders; A female Member of Parliament had this view;

I think that a lot has to come with the psyching of their minds, as to what benefit they will be giving to their country and then to mother Ghana as against their personal and the little negativities that are not even the realities, but are perceptions that the society is been able to nurture over the years.

She continued;

... They should start with an advocacy program to mentor the little ones as to be part of the governance system. Again, we should encourage them to start taking positions at early stages of their lives in terms of how a little girl or young girl will see the need to enter politics. ... I think the Women and children Ministry also has a role to play, as well as the National Commission for Civic Education, in educating our women and young girls. Another female Member of Parliament said; "I think we have to encourage the women out there to be part of politics. So eligible women should think positive and forget about the bad side of politics, like the perception of people and come and help in parliament." As a female Member of Parliament, she expressed her view as; They need to look at some of us who have gone against the odds, to present ourselves to win power and we are here in parliament. They are to see us as their role models. We also have to mentor the young ones so that they also aspire to become what we have become.

This comment was made by a female Member of Parliament and she said; Yea, it is a matter of some of we parliamentarians being on the radio talking to the women, that the job is not as so difficult as they think about when we are outside parliament. It can be done and therefore they should get themselves involved, because once they you get involved, they get used to it. ...I will encourage our women especially in Ghana that we need more women to be Members of Parliament to become role models for our girls who are also growing.

4.7.2 Discussion

With discouraging factors, few women have tried to be in political leadership. However, the road to political leadership position has been very difficult for women in the world, particularly in Ghana, even though few women have been able to breach the gap to occupy political leadership positions. This study aimed to assess the state of women in political leadership. This entails the barriers women in political leadership encounter and how such barriers can be overcome in order to encourage more eligible women to go into political leadership. The relevant findings and its implications are discussed as follows:

4.8 Women Representation

4.8.1 Research Question 1: How equal is the representation to women to men in political leadership in the parliament of Ghana?

The result of the study indicated that the representation of women was so low in the parliament of Ghana. The respondents indicated that, out of the total number of 275 members of parliament, only 30 were women representing about 10.9%. This they said was sad and unequal representation, since women formed about 51% of the population in Ghana, it should reflect their representation in political leadership in the parliament of Ghana. This assertion is in line with the comments of some of the respondents which indicated that none of the female parliamentarians was a leader to any of the committees in parliament, except two women, namely, Hajia Mary Salifu Boforo, Chairperson for majority caucus in parliament and Hajia Laadi Ayamba Ayii, the chairperson for Gender and Children committee in parliament as of the time of the collection of this data.

4.8.2 Research Question 2: What factors motivate women to seek political leadership positions in the parliament of Ghana?

The study indicated that self-motivation and motivation by others are very significant factors in determining the involvement of women in political leadership. These factors are found by other studies to have positive impact in the participation of women in political leadership, as found in theme 2.

Self-Motivation: This is where some women had personal interest to participate in political leadership. The study found that some women involved in political leadership with the main aim of rendering their service to the people, especially women, children and the vulnerable. It was also found that some women naturally had leadership skills in them and therefore got involved in political leadership. From the study, it was realized that some women wanted to breach the gap between them and the men; they wanted the society to hear their voices in parliament and be identified that women too could lead.

Motivated by Others: The study indicated that some women were encouraged by people in their communities who spotted leadership qualities in them. And some were also motivated by the presence of some women political leaders, who were previously in parliament or were involved in politics or had occupied political leadership positions.

4.8.3 What are the barriers that affect women's participation in political leadership?

Barriers entail the challenges women in political leadership encounter. The study revealed that women in political leadership, including those who were married or divorced agreed that they encountered great challenges in relation to socio cultural factors, intimidation and financial constraints.

Socio Cultural Beliefs: This is where the society expects women to be engaged in certain roles and at the same time expects women not to be involved in certain roles. The society frowns upon women who engage in a role that the society does not expect women to be involved in. The study revealed that society frowns upon the leadership of women in political leadership as women were expected to be in the kitchen or home to take care of the house and the children. The study indicated that the more women tried to occupy political leadership positions, the harder the resistance, they were resisted by the society and domestic issues. This is supported by the assertion of Gaster (2005) which indicated that irrespective of sex, participation in political leadership entails mental and physical demand on all human beings. Therefore, participating in political leadership alone demands a lot even if no other responsibilities are added to it.

According to the role theory, difficulty is encountered in partaking in one role due to partaking in another role. This means, the role of women as care takers of home, affect their role in political leadership, since both roles demand for the same attention, therefore creates pressure as one role is affected due to the performance of the other role (Eagly & Karau, 2002). However, this study had identified that socio cultural factors, which involved conflict of work and family was a challenge to women in political leadership. For example, Linehan and Walsh (2000) identified that women still engage in the primary responsibilities of bearing children and taking care of the home irrespective of the number of hours they work as political leaders. As a result of this, their involvement and role in political leadership was negatively affected.

The longitudinal study of Kirchmeyer (2002) with mid – career graduates of US MBA program, indicated that marriage and children were negatively related to achievement in political leadership with women, but were identified to be positively related to political leadership in terms of men. According to the study of Whelan and Gordon (2000) in terms of women in political leadership, limit was set on either the family or work for success to be developed with other mechanisms put in place. However, women were seen negatively in relation to gender roles which has eaten deep into the fiber of the Ghanaian society, but are regarded as the best in domestic roles and as mothers, even though their abilities were not recognized (Obura, 1991).

Another aspect of socio cultural beliefs is gender role socialization, which entails the mindset, values, nurturing and the perception of people in relation to the different roles that is expected of the individual, as a result of the norms passed on from one generation to the other. Persistent expectations

of the society are considered as a hindrance to women in relation to their choice of roles as compared to the men. The study found that most women encountered difficulty in progressing in political leadership due to the expectations of the society as to what role a woman should perform and who a woman should be. This discovery is related to Eagly's (1987) Social Role Theory. This theory posited that as a result of the expectations of the society, men and women engaged in dissimilar roles and exhibited different behavior in social situations. This behavior stems from the expectation of the society in relation to what they should do and should not, due to their ability, potential, and talent. This is depicted by Eagly, (1987), as injunctive norms. She added that there was the need for those who involved in such roles to comprehend their social positions in order to promote the existence of a normal social relationship, endorse what was believed to be the shared expectations in relation to behavior and their positions. (Eagly & Karau, 2002).

In the society, the woman is expected to perform some roles in relation to being a girlfriend, sister, wife and a mother, caretaker of the home. However, failure on the part of women to abide by such norms to perform the expected roles, cause the society to frown upon them which can be a barrier. This was confirmed when one of the respondents indicated that women should be able to plan and combine both domestic and political activities in order to overcome some of the barriers they encounter.

Smulders (1998) posited that one of the factors which served as a constraint to women in political leadership is gender role socialization. This is due to the fact that when people go to work, they go along with gender role, which is not relevant. This explains why even in some organizations the actors of these roles expect a husband – wife relationship, where the man observes the role of the husband and as the head, as well as oppose the authority of the women in any form.

Intimidation: This is where the society frowns upon the leadership of women and as a result women are intimidated in different ways, which serve as a challenge to women in political leadership. The respondents indicated that women in political leadership are tagged negatively and abused verbally and in some cases physically, as a result most women are discouraged. As indicated in the work of Akinyele (2007) the political career of women in political leadership can be ruined or improved based on the perception the society have about women in political leadership (Akinyele, 2007; Selbert, 2001; Van-der, 2003). This assertion is supported by some scholars which indicated that in Sub Sahara Africa, particularly Ghana, women are oppressed in relation to mobilization of resources, exemption from political leadership role, confidential patriarchy and the control of political space by men over the women (Beck, 2003; McEwan, 2002). This study revealed that the more women put greater effort to be successful in political leadership, the greater the society opposes them due to the perception of going against the norm and serving as a threat to the men. This assertion is in line with the theory of prejudice (Devine, 1989). The theory clarified that individuals obeyed the norms of a group as a result of social identification.

Financial Constraints: This involves challenges in terms of monetary aspects. Most respondents indicated the absence of finance as a major obstacle to their engagement in political leadership. They mentioned that lack of funds made them encountered difficulties during campaign which caused them humiliation. They attributed women suffering from poverty to men having access to and in control of resources from decades unlike the women. However, women in Africa, particularly Ghana, access to resources is not encouraging, as well as in terms of support to participate in political leadership (Evans & Rose, 2007). In relation to this assertion, Schlozman et al., (1997) indicated that as a result of women not having much access to resources like the men, the involvement of women in political leadership is likely to be low unlike the men, who are more likely to be employed in full- time as compared to the women. In connection with this, McEwan (2002) indicated that women in Sub Sahara Africa have less support although they are active in politics which has resulted to marginalizing women in political leadership, as well as rendering most of the women unemployed as compared to the men. Also, the respondents indicated that the men are rich because they have access to funding, unlike the women who encounter difficulty to solicit for funds as a result of ill perception and the request of exchange of sex for money by some of the men.

4.8.4 How do women in parliament of Ghana overcome the barriers that affect them in political leadership?

This means the strategies to be used by women in political leadership to overcome the barriers that confront them in political leadership. Some of the respondents mentioned that although women encounter so many challenges, but there is the need to overcome them. For instance, some mentioned the need for unity among women, the need for women to be resourced with both finance and ideas and the need to sensitize women. This is in line with the studies of Escando and Kamungi (2008), which states that it was revealed that there existed unoccupied ample space for women in political leadership in Kenya. However, that perception was erroneous as the real space available was rather slim for women in political leadership to occupy. As a result, respondents said they needed to update themselves, plan and move with time to be able to overcome some of the barriers in political leadership.

According to Newman (1993) the progress of women in political leadership is dependent on their ability and hard work. However, without planning, hard work, competence and courage, the progress of women in political leadership will be affected. This is related to the findings of the study as some of the respondents indicated that women should plan, be competent, hardworking and courageous, to be able to get involved in political leadership.

4.8.5 Why are eligible women not interested in participating in political leadership?

This is where women who are capable or eligible to partake in political leadership are not interested to do so. The respondents mentioned that eligible women were not interested to be involved in political leadership because of the bad side of politics. They indicated the verbal and physical abuse and the trauma women go through just to become political leaders, was scaring and intimidating for some women to be able to stand. In line with this assertion, some researchers posit that the disinterest of women in political leadership may stem from the societal practice in terms of socialization and sex, in line with adults and children (Burns, 2007; Verbas et al., 1997). Also, some hurtful manner or mindset in addition to internal quarrel and insecurity are raised when it comes to involvement in political leadership issues, which demands self-defense (Doyle & Pastorino, 2011). However, one emotion identified to be connected to prejudice is fear. In line with this, some of the respondents said that most eligible women were afraid of the unpleasant comments, the aggression and the resistance from the male dominated society.

4.8.6 How can eligible women be encouraged to avail themselves for political leadership?

There is the need to enhance participation by encouraging eligible women who are not interested in political leadership to be involved in political leadership. According to the respondents, since the representation of women in political leadership was discouraging, there was the need to motivate more eligible women to get involve. As indicated by some research, irrespective of socio-economic resource, involvement in political leadership calls for interest and encouragement, since there is freedom in relation to influence of approach in political involvement (Inglehart & Norris, 2003). Some respondents also called for the quota system to boost the participation of women in political leadership. It is in line with the assertion that scholars posit that electoral systems are essential in the representation of women in political leadership, as more women are allowed to contest and be the victors where the proportional representation systems are utilized, since there is the existence of multi member constituencies with seats allotted for parties in legislature depending on the proportion of votes won (Tinker, 2004; Goetz & Hashim, 2003).

5.0 CONCLUSION

This final chapter entails the synopsis of the study which gives an overall over view of the work. It brings to light the findings of the study and appropriate recommendations to help improve the state of women in political leadership in the parliament of Ghana.

5.1 Summary

This study has thrown more light on the state of women in political leadership and the challenges that women in political leadership face. The various themes identified in this research work are; women representation, motivation, barriers, to overcome barriers, lack of interest and enhance participation. From the study, it was indicated that women in political leadership in reality encounter obstacles in their political career. Such obstacles as poor representation of women in political leadership, socio cultural beliefs and practices like gender role socializations, financial constraints, intimidation and other problems (Chovwen, 2006; Catalyst, 2003). The research also identified a challenge which scared women away from political leadership and therefore made women lacked interest in political leadership, this has helped in bringing to light another form of challenge women face in political leadership.(Ellemers, 2004).

This discovery is essential because it shows the state of women in political leadership and how women in political leadership react to complicatedness in a male dominated environment, where men have dominated in political leadership, as the common practice. Hence, as suggested on how to increase the representation of women in political leadership and to overcome the constraints women encounter in political leadership, the result of the study indicated that, women should plan their lives, psyche themselves, be competent, courageous, and nurture themselves for political leadership. Also, the public should be educated on the need for women to lead and to desist from having negative perceptions about women in political leadership. In addition, there should be mentorship of young girls to get involved in political leadership at the early stage. The government should implement the quota system, as well as make available research departments to resource women in political leadership with ideas and offer financial support together with other non-governmental organizations, to boost the morale of women in political leadership

5.2 Conclusion

In conclusion, the study indicated that women do encounter challenges that hinder their progress in political leadership. These challenges unveiled have contributed to new understanding of the state of women in political leadership. These findings are of great importance in this political era, since most women intending to involve in politics or already involved in political leadership would nurture their ambitions and psyche themselves as they engage in politics or political leadership. Therefore, the society should create an environment that is politically friendly to women, in order to promote the participation of women in political leadership and legislation. Tsikata (2001) observed that culture and tradition are seen by people just like the institutions, ideologies and practices which determine how social interactions, social relations and identities are established in the society. Women do not also get access to information and its utilization as well as opportunities, due to certain difficulties like limited literacy. Therefore, such things should not serve as a barrier to women's participation in politics. She indicated that women should identify mechanisms to overcome such challenges.

5.3 Limitations

As associated with every study, this study is not free from limitations, which should be considered in relation to the significance of this work. To begin with, for this study, the sample size considered was 10. As a result of the small sample size used in this study, the study does not have the capability to generalize, even though according to (Cassell & Walsh, 2004) ten is a suitable number for qualitative studies. The detailed nature of this study should help women in political leadership to know their state and how to manage it, despite the fact that this study cannot be generalized to a population (Amedy, 1999). In addition, as a result of the distractions caused by people walking in and out the office of some of the participants during the interview, there could be limitation on the rate at which information might have been gotten from the respondents and therefore the results of the study could be affected.

5.4 Further Studies

This study sought to assess the state of women in political leadership in the 4th republican parliament of Ghana. Six different factors were identified to represent the state of women in political leadership in the 4th republican parliament of Ghana. These factors are, the representation of women in political leadership, factors that motivate women to seek political leadership positions, barriers that affect women participation in political leadership, how to overcome the barriers that affect women in political leadership, eligible women not interested in participating in political leadership and encouraging eligible women to avail themselves for political leadership. Since the study was carried out among some female members of parliament, it is hopeful that researchers in the future should research on other women in the public service instead of focusing only on the women in parliament. They should also expand the sample size in order to cover a significant size of the population for the generalization of the study to be valid. Researchers should focus their studies on identifying if those same factors identified now, in relation to the state of women in political leadership exist in the near future.

5.5 Recommendations

In relation to this study, a number of recommendations are made to help improve the state of women in political leadership. It is recommended that there should be the implementation of international conventions and treaties as well as existing policies like the quota system, to promote the involvement of women in political leadership. The government institutions like the National Commission for Civic Education should educate the general public on the role of Members of Parliament and the need for women to participate in political leadership. The government and non-governmental organizations should support women in political leadership with finance to enable them effectively participate in political leadership. The public should be educated on attitudinal change towards women in political leadership. The public should do away with negative perceptions and abuse of women in political leadership. In the studies of Schayan (2002), it was found that there is the need for change of attitude towards women in relation to gender mainstreaming. Advocacy strategy in connection to gender equality should be considered.

Young girls should be mentored and trained for political leadership. They should be encouraged and be educated to engage in politics at the early stages of their lives through nationwide mentoring programs. Allah – Mensah (2001) also indicated that educational institutions should address the issue of gender disparity in enrolment and the availability of special opportunities like scholarships, admissions, training in the MDA's, etc. for girls. Women in political leadership should encourage and psyche themselves to do away with verbal abuse and negative perceptions about themselves by the society, to ensure the active participation of women in political leadership. This is in line with Allah – Mensah (2001) findings which indicated that immediate attention should be on Ghana's politics on the use of abusive language, to make politics attractive to women and for development of politics in the country. Women should nurture their political ambitions from the onset to be able to engage in political leadership.

The government should provide research departments and other logistics for female Members of Parliament, in order to equip them and to ensure their competency in the House of Parliament. Similarly, it was found in the work of Allah- Mensah (2001) that the government and its institutions should be committed on women issues by creating opportunities and provide assistance to upgrade women in numbers and position in politics. The society particularly religious leaders and opinion leaders should be interested in gender affairs especially, by educating people on the need for equal opportunities in political leadership. There is the need to discard some cultural practices and review customary laws regarding marriage to reflect the current generation. Tsikata (2001) indicated that culture and tradition is key in society and determine the interactions, relationship and ideas in society and therefore women should find a strategy to overcome it. Women should involve in planning to be able to combine domestic role and political activities, in order to help achieve their political ambitions. This is found in theme 4.

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