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**The Proficiency in Gender Representation towards  
Realizing Good Administration in Governance  
for South Africa**

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**Abstract**

This article constructs key issues that affect unequal gender representation and participation in structures of governance, the procedures of administration as well as the delivery of administrations in South African politics. There is a developing global awareness of lack of gender uniformity and fairness in governmental issues, that is becoming the underpinning of comprehensive development. Giving equivalent access to open economic opportunities for

both genders is a crucial factor to achieving an increasingly practical economy and enhancing national prosperity. Neglecting to do so will result in losing the human capital on the part of the citizenry, hence vigorously trading off nations' maximum capacity for development and national development. Therefore, an administration of good governance is a vital component to deliver gender equity results. However, gender disparities in power continue to be a relentless and fundamental component of the contemporary world and its foundations. Transformative plans of social change are compelled, not just by the advancement of the strength of market universality in some imperative fields of strategy and policy making, but by a movement in geopolitics, and new types of moral and socio-political issues that materialises at all levels, from global, national and sub-national. Qualitatively, this study adopted the theory of gender mainstreaming to put things in the right perspectives. In an attempt to achieving an increasingly practical economy and enhancing national prosperity, it recommends that giving equivalent access to open economic opportunities for both genders is a critical.

**Keywords:** *Governance, transformative, inequalities, policy-making, gender, development.*

## **Introduction**

Whenever the discourse on administration of good governance is deliberated, the picture that shows up is often political in nature and the measure of state. Administration occurs across all sectors, from "local community organisations and to the United Nations organisation". In the health division for instance, good administration of governance involves "life and death" particularly for mothers and infants (USAID, 2016). The connotations of "governance" as defined by UNRISD (2013), "range from a restricted view focusing on sound administrative management of the economy, to an expanded view embracing such projects as the liberalization of politics and the reduction of social inequality or disparity among people". However, an administration of "good governance" is depicted by the World Bank as 'the way in which the State practices and secures authority' (USAID, 2016). For policy purposes, administration is categorised into two expansive segments: the limit "capacity of the state to exercise authority", and its responsibility in doing as such. The limit "capacity" in this context incorporates the state's "equipment", which

includes its money related assets or resource, the degree and adequacy of its physical and managerial foundation for disseminating "public good", the number and capacities of its work force, and the unswerving of budget planning and strategy making systems. State's "responsibility" portrays the "product", which are the framework whereby certain actors have the ability to request answers of others, and whether and how impropriety is distinguished and rebuffed (USAID, 2016).

It is over 60 years since over 20 000 women marched and protested at the Union Buildings over adequate representation of women in a non-sexist South Africa. The questions, however, are how much has been done to maintain this reality and how far has this foundation been dug in a post-apartheid era? Additionally, there is a developing global mindfulness that sexual orientation and gender uniformity are the foundations of comprehensive development (McKinsey & Company, 2017). This is despite the fact that only one in three companies in the private sector cite gender diversity as a CEO priority and in Africa, only 22% of women are cabinet members (StatsSA, 2017). This is despite the argument that, women make up just over half of the population and yet they certainly remain relatively unrepresented in positions of authority and power. A situation where giving equivalent access to open and "economic opportunity to citizens regardless of gender, is of crucial factor to achieving an increasingly practical economy and enhancing development nationally. Neglecting to do as such methods results in the loss of human capital on the part of the citizenry, hence vigorously trading off nations' maximum capacity for development and national improvement. Therefore, the administration of good governance could be a vital component to conveying gender equity results.

As indicated by the OECD (2017), significant changes on the ground require an organized, equipped and ground-breaking "whole-of-government commitment". This simply implies the need for political will to maintain clear and effective systems set up across government establishments to have the capacity to decipher open engagements, projects, administrations and spending plans into solid advantages for people. Therefore, the reason for mainstreaming of sexual orientation beliefs all through government is a crucial duty of nations that seek to take out sex based segregation no matter how you look at it and understand a completely comprehensive society. Equitable portrayal and the cooperation of "women and men in public life", incorporating into administrative positions, is essential to acknowledging gender fairness.

The creation of open organisations must reflect society on the off chance that it is to be seen as authentic, fit for conveying just strategies and maintaining correspondence under the watchful eye of the law. Guaranteeing gender balance in public basic leadership with decision-making processes has been progressively featured by the OECD nations as a key administrative issue identified with decency, straight forwardness and comprehensive approach results (OECD, 2017).

Nevertheless, a sound administration of governance for gender uniformity remains an inaccessible objective. The OECD nations have gained essential ground in shutting the gender isolate in "public life". Be that as it may, much should still be done to similarly incorporate people in approach and policy-making and open administration, and to completely prepare governments to successfully convey "gender fairness" in policy results. StatsSA (2017), upholds that, gender balanced businesses in both the public and private sector will be able better to handle the disruption of activities facing every sector on a global scale. McKinsey & Company, 2017 also confirm that gender diverse teams make better decisions and are also more resilient to shocks in the organization. Globally, the percentage of businesses with no women in senior management has dropped from 34% in 2017 to 25% in 2018 and the proportion of senior roles held by women, has also marginally fallen from 25% to 24% (OECD, 2017). Women are, therefore, spread more thinly than before across the world, pointing to suggestions that governments and businesses only concentrate on box-ticking at the expense of meaningful progress and benefits of true gender diversity.

Surprisingly, women still linger far behind men in access to basic leadership in decision-making process, economic empowerment and advantaged positions. The thought, therefore, is, by what means would governments be able to be better prepared to convey for example, the significant farming, security, framework approaches for people? What method would governments be able to quantify the sexual orientation separated effect of their approach endeavours on people? How can national measurements efficiently advise gender delicate changes? These are parts of the critical queries which OECD expects to enable nations look into in the structure of the legislatures and government. It is realized that an essential point in great administration is the responsiveness of approaches and organizations to the requirements everything being equal. Thus, measures and fundamentals must speak to the interests of both sexes and elevate "equal access to assets and resources, human

rights, and voice" (Enaifoghe, 2019b). This may act as checks and balances in the system and therefore prevent manipulation, irregularities and corrupt practises in public offices in order to have great administration of governance. The inquiry that one may ask is, for what valid reason sexual orientation issues are relevant to 'good governance?'

This paper contends that gender correspondence or equity is a vital objective in itself and a method for accomplishing supportable improvement in Africa, especially in South Africa. It is a well-known fact that South Africa hosts high level of gender inequalities according to World Bank report (Enaifoghe, 2018). The improvement of arrangements and organizations in a nation like South Africa must guarantee that all circles within a nation, women specifically, have a voice in basic leadership processes. This is ideal from the grassroots level, either straightforwardly, or through establishments that truly speak to or represent their interests and needs. This research recognizes the fact that relentless and unavoidable gender incongruities in places, rights versus the state and open organizations, and voice, especially limit women's capacity to take an interest in administration or governance to contribute their thoughts and valuable ideas as full members in social, monetary, and political life. In this manner, the avoidance of women from full support compels the capacity of "public sector strategies and foundations to oversee financial and social assets" viably (Ndedi, Gnupou, and Njiondock, 2015). As indicated by this study, such gender based prohibition or exclusion "compromises the prospects for high-quality service delivery in administrative governance".

## **Materials and Methods**

This study adopted a textual analysis method which allows researchers to study and basically consult, and make sense of written materials or documents which may be available either in the public or private domain (Mogalakwe, 2006). The above definition recommends that researchers determine the relevance of the documents that they consult on the basis of their significance to the study. Furthermore, Dey (2005, p.105) argues that in documentary analysis, the criteria for selecting documents, or for focusing on particular extracts, should reflect the issues on which the researcher is seeking evidence. This method made it possible for the researchers to explore the dynamics in gender participation in South African administrative governance, as it helped to enhance service

delivery in promoting administration of good governance with the inclusion of both genders in order to reduce inequalities.

## **1. Literature Review**

The objective of the study is to assess gender's impact on good governance. It is focused on the need to include women in political structures, thereby balancing gender inequalities in governance. This should be done particularly at the local levels to ensure that valuable ideas are both contributed to achieve sound delivery of administration of governance while making administrative decision on the issues that concern the people –both genders. This study apparently supports the idea of bringing women on board while taking decisions in government at the local levels. It is believed that with the presence of women in administration, it can help to reduce levels of corruption in governance through equalities. It is perceived that possibilities are likely that men become corrupt while occupying administrative positions, and have the tendencies to manipulate the system for their personal gain which is corruption. To support this perception, there are several cases of ex-office holders who have been charged of corrupt practices during their service years, and they are mostly males (Kaufmann, 2004). While it is very unlikely with the female gender, a practical example of the former South African president, Jacob Zuma was charged of corruption after leaving office in 2018 and many other serving government officials and ex-officials. In the United States, a top banker went to jail for financial crisis.

According to the New York Times (2014), Kareem Serageldin “had approved the concealment of hundreds of millions in losses in Credit Suisse’s mortgage-backed securities portfolio. He lied about the value of his bank’s securities — that was a crime, of course — but other bankers behaved far worse” (Eisinger, 2014). The question is, why are men likely to get charged for corrupt practices during and after term of office? Debatably, men exhibit the ability to manipulate systems because they seem to be more knowledgeable in the terrain more than the women (Kaufmann, 2004). In order to prevent this and ensure gender equity, women need to be included in the political structures at the early stage of governance to understand the systems and structure of government from the grassroots for gender equality. The discourse on a gender viewpoint in political issues is a fascinating contextual research since it is broadly

observed as a "globalization" example of overcoming adversity where verifiably, the social and political status of women has been highly contrasted with women's status in various developing nations (Le Anh, 2006). In the meantime, there is a concern that women's status might dissolve amid the nation's fast progress to a market economy. In this manner, it is important to analyse the connection between sexual orientation equality and economic execution through administration of governance, and to evaluate how women have fared when macroeconomic and auxiliary or structural changes are made by a decision to have delivered victories for the general public all in all.

A viable enactment and authorization could be seen through the degree of the legitimate and legal frameworks. This enhances the financial and lawful status of women, and the effectiveness of the lawful and equity divisions tending to women's status and assurance under the law. As to open consumptions, a nation will exhibit that it is exercising a great administration of governance in the quest for governments' unequivocal sexual orientation equity objectives and focus on the conveyance of top notch administrations to women, particularly those in rural regions. The OECD (2016), expressed that the cooperation of women to participate in basic political leadership forms of decision-making, and their portrayal at focal and decentralized dimensions with gatherings have recently been excluded. This reflects the commitments to great administration of good governance from the gender point of view in Africa. In addition, the improvement of arrangements that upgrade institutional responsibility and responsiveness to women's particular needs is likewise critical on great administration for viable gender balance. Regardless of whether arrangement and policy-makers can find a way to decrease women's neediness or address gender unfairness, relies on the usage of strategies on the ground. The representation and approach must be converted into government orders, budgetary portions, institutional game plans, bureaucratic methodology and observing guidelines. The association between political duty and viable arrangement practise is communicated in the idea of "administration of good governance" (USAID, 2016). Projects of administration change have expended extensively, both global and national consideration in the current political dispensation at various times.

Having said that, the underrepresentation of women in the political circles has become a global phenomenon of gigantic extents. Around the



world, women undoubtedly make up only about 20% of national law-making bodies and parliaments (Polly and John, 2015). The study devoted to concentrate this gigantic imbalance isn't proportionate with the size of the issue. In any case, there are a large group of studies which have concentrated on female political underrepresentation, its causes, and its effects. Any examination of women in government must start by recognizing the assemblies of portrayal and the potential disjuncture among substantive and elucidating representation (Pitkin 1967). While recognizing that, majority rule system of democracy and the foundations required do not correctly reflect the electorate. Various writings take note of the underrepresented gatherings, which can profit from expanded emblematic portrayal (Mansbridge 1999; Sapiro 1981; Young, 2000; Enaifoghe, 2018). Showing the significance of good examples, Wolbrecht and Campbell (2007) take note of the presence of prominent women in legislative issues. This influences the desire among more youthful ladies that they will take an interest in governmental issues.

Childs and Krook (2009) discover proof of the significance of a "minimum amount" in ladies' political portrayal. As Alexander (2012:439) contends, Spellbinding or "Descriptive representation potentially reverses the harmful internalization of women's inferiority in political leadership, thus challenging the notion that women are absent because they are unfit to govern". Various investigations centred solely around the United States give adequate proof that seeing ladies competing for and possessing U.S. political office drives women in the electorate to be all the more very much educated and to take an interest in politics at higher rates (Sapiro and Conover 1997; Burns, Schlozman, and Verba 2001; Atkeson 2003). Investigating U.S. NES (American National Election Studies) data from 1980-1998, it was revealed that, there was a less strong connection between female representatives in Congress and female constituents' political frames of mind (Lawless 2004).

Controlling for gathering coinciding between the constituent and the representatives, Lawless (2004) found that women that are represented by women offer progressively positive assessments of their individuals from Congress, yet this does not reliably convert into political conduct or good governance. Cross-national investigation of the connection between political dispositions and expressive portrayal is less normal, however, few research conducted discovered proof that the developing "presence of women" in national governing bodies does emphatically impact general female political cooperation and direct participation and



commitment (Desposato and Norrander 2009). Schwindt-Bayer and Mishler (2005) noted that females have more noteworthy trust in parliament when women hold a bigger number of seats in the lower house. Utilizing the consequences of the World Values Survey (wave 5), Norris and Krook (2009) take note of a solid positive connection between enlightening "support of women and women constituents' political action". They note, in any case, that the heading of causality isn't set up and that expanded political action among women constituents results in the race of increasingly female delegates.

Again, Alexander (2012) builds up the bidirectional idea of the connection between political dispositions toward "women leaders and expanding quantities of women in political office". Given the usefulness of spellbinding portrayal and its relationship to changing political demeanours, it is critical to comprehend the elements that advance or block the development of female political portrayal. In their investigation of "Why Men Rule," Lawless and Fox (2012) offer seven factors that help resolve if female applicants enter the political field. Their emphasis is on the potential hopefuls of political desire and outer signs that may help trigger political enthusiasm among women. Drawing on surveying information, Lawless and Fox distinguish family structure, absence of support from political associations, and negative view of the political condition as the most imperative explanations behind female political underrepresentation in the U.S. These elements, while vital, don't clarify the institutional explanations behind the absence of female portrayal.

However, Enaifoghe and Khoalenyane (2018), noted that several socio-cultural factors are responsible for the underrepresentation of women in African political structures. They "looked at the possible factors responsible for the low and inadequate representation of women in the African political leadership, which were directly viewed to be associated with gender complexity, as women are often seen as inferior to men in the patriarchal African society". Enaifoghe and Khoalenyane further argued that the "underlying foundations for the low representation are found in the past socio-political, socio-economic, and socio-cultural cases which have guaranteed the subjugation, oppression and domination of women by men. While maintaining and respecting African culture and its societal values, this training and orientation become a misuse of the human resources. Women's significant rejection from political structures and procedures is the after effect of various structures. Findings showed diverse unintended mechanisms, as this

study uncovered that political participation would enable women to address their fundamental issues and needs which guarantees the receptiveness of women, responsibility, political duty, authority, and responsiveness in African political economy". While clarifying why women might be less anxious to run, Lawless and Fox deemphasize the political standards and establishments that keep women from taking an interest. A different but similarly essential writing explores whether illustrative portrayal converts into substantive portrayal.

When developing quantities of women who hold office, would it be said that they are bound to represent "women's interests"? Looking at the sexual orientation creation and authoritative results of civil gatherings in Norway, Bratton and Ray (2002) locate a solid connection between women in office and the development "of day care provided". In accomplishing more prominent sexual orientation balance in political portrayal for good governance, (Rosen 2011:318) enhances the nature of strategy making in connection to women's particular needs. Women's wellbeing, family strategy, and inappropriate behaviour get less consideration when women are underrepresented (Hughes 2009; Wangenerud 2009). Examining proof from fourteen majority rules systems of democracy somewhere between 2004 and 2013, Eichenberg and Stoll (2014) find that in computing the "adequacy of war," sexual orientation created bigger substantive impacts than did any proportion of the outside risk. In this manner the decision of bigger quantities of women to governing bodies may enhance the prosperity of women and their families and essentially lessen the probability of war. Bringing together, these examinations give lot of proof potential effect of decision by increasingly female leaders.

The most ordinarily noted "principles of the hilarity" that are recognized are discretionary frameworks and quantities (Krook 2009; Franchiset et al 2012). Duverger (1955; 148) first noticed that "proportional representation" (PR) of appointive frameworks support female contenders for office such that solitary member plurality (SMP) frameworks don't surface. Later research keeps on confirming this finding, proposing that the accentuation on name acknowledgment and individual attributes that is related with SMP frameworks burdens female applicants (Dahlerup and Friedenvall 2010). PR frameworks will, in general spotlight, cast a ballot on gatherings (not singular competitors) and will, in general, choose increasingly female hopefuls. Other key institutional factors which affect female portrayal are (a) the standards

for setting up the gathering records in PR frameworks, (b) the guidelines overseeing the subsidizing for political crusades, (c) the tenets administering terms breaking points, and (d) quota sharing.

### **Theory of Gender Mainstreaming on Good Governance**

In the contemporary era, the theory of gender mainstreaming is the re-innovation, rebuilding, and re-marking of a key piece of woman's rights - feminism. It is viewed as a new type of gendered political and approach practice. It is another gendered technique for hypothesis development. As a form of training, gender mainstreaming is planned or expected as a method for enhancing the effectivity of mainline approaches by making obvious the gendered idea of suspicions, procedures and results. As a type of hypothesis, sexual orientation mainstreaming is a procedure of updating key ideas to sufficiently understand a world that is gendered, as opposed to the foundation of a nonconformist gender hypothesis or theories. The theory epitomizes a significant number of the strains and issues in women's activist models and practice in the course of the most recent decade and gives another emphasis to banter on the best way to move them on (Beveridge, Nott and Stephen 2000; Behning and Pascual 2001). There has been a huge "two-way traffic between women's activist" speculations of sexual orientation relations and gender equity professionals from which both have profited.

This section looks at the potential and constraints of gender mainstreaming as a pragmatic and scientific technique by tending to key hidden hypothetical issues and similarly evaluating the ramifications of gender mainstreaming in various settings. There are no less than five noteworthy issues in the examination of gender mainstreaming, which include; addressing the pressure between 'sexual orientation fairness and equity', the 'standard' and the endeavours to re-position these two arrangements. Furthermore, the nature of the model of sexual orientation equity conjured by the mainstreaming procedure include: whether dreams of gender fairness and equity draw on ideas of 'similarity', 'contrast' or 'change or reforms'; thought of the training and hypothesis of installing or abstracting 'ladies' and 'gender'; the connection between various areas of the gender routine; diverse originations with respect to what comprises 'achievement' and 'impacts'; and the connection between the vision of gender uniformity and the methodology for its accomplishment (Mazey, 2000). The deliberations

with regards to the relationship of sexual orientation and gender mainstreaming with other complex disparities, particularly those related to ethnicity and class, draw on the investigation of contrast in women's activist hypothesis or theories.

The study of the connection of 'mastery' and 'democracy', tends to the pressure between the view that sexual orientation and gender mainstreaming are basically a specialized procedure, to be done by 'conventional strategy actors' utilizing an effectively given, impartial 'toolbox'. This view is fundamentally a political procedure of gendered democratization, in which beforehand unheard voices speaking to the political undertakings of women and witness interests of women are incorporated into the approach and policy-making process: the ramifications of the trans-national nature of the advancement of "gender mainstreaming". In analysing the gender mainstreaming as a global phenomenon, it began by developing strategies, and was received by the UN at the 1995 gathering on women in Beijing, before being taken up by the European Union (EU) and its Member States. Gender uniformity is an objective that has been acknowledged by governments and universal associations. It is cherished in global understandings and responsibilities (UN, 2002).

There are numerous progressing exchanges about what uniformity implies practically speaking and how to accomplish it. Plainly there are of course global examples to disparity among men and women. For instance, women will, in general, endure brutality because of their private partners more regularly than men; women's political cooperation and participation in government issues and their portrayal in basic leadership structures fall behind men's; women and men have distinctive monetary opportunities; women are over-spoken to among poor people; and women and young girl child make up the larger part of individuals associated with the gender exchange (Beveridge, Nott and Stephen 2000). These issues pointed out above and others should be tended to in an endeavour to advance gender equity for good governance. Accomplishing more noteworthy balance among women and men will require changes or policy reforms at various levels of governance, by incorporating changes in dispositions and connections, changes in establishments and legitimate systems, changes in monetary organizations, and changes in political basic leadership structures.

The approach adopted by the Beijing Platform for Action from the United Nations Fourth World Conference on Women in 1995 defines

“gender mainstreaming”. The system or approach adopted in the conference looks to guarantee that, over the whole arrangement, the issues and the plan of strategy choices are educated by a thought of sexual orientation contrasts and imbalances; openings and opportunities tend to limit gender gaps and bolster more noteworthy uniformity among women and men. A corresponding system is "focused on intercessions" that have as their essential objective the "narrowing of gender gaps" that acts as an impediment for women (Mazey, 2000). These intercessions could incorporate a unique research on the differential effect of exchange designs on women, a system of women's NGOs taking a gander at women in the media, preparing to sharpen the legal executive on abusive behaviour at home or assault by men, or preparing for male government officials on biased practices against women in legislative issues. These sorts of focused activities don not, in any capacity, negate the mainstreaming methodology.

The mainstreaming technique is actualized in fairly unique routes in connection to exercises. For example, it looks into strategy advancement, arrangement investigation, program conveyance, or specialized support exercises. The chances and procedures are distinctive for every aspect of life. Nevertheless, a productive discourse with potential partners on gender equity issues is a basic concern in guaranteeing that theoretical systems and procedures will catch the unique and unequal circumstances of women and men. Finally, the mainstreaming system must be adjusted to the specific subject under dialogue.

### **The Adoption of Quota System in political participation**

Establishing authoritative standards for women is a key variable that decides the percent of women in parliament. Huge research has shown the connotation between constituent sharing formula for women and their portrayal in government (Rosen 2011; Schwindt-Bayer 2009; Franceschet et al 2012). A quota sharing in some shapes has now been embraced in excess of 110 nations, and a large portion of these statements have been actualized in the previous twenty years or less (Dahlerop 2008). The significance of quotas in deciding female unmistakable portrayal can't be downplayed. Nonetheless, utilization of quotas as a dichotomous variable unavoidably distorts the significance of the share type, amount authorization, and standard execution. Krook (2014) demonstrates that the investigation of shares of quotas is a quickly

developing field of similar political examination and she requires another calculated study of sexual orientation standards. The number of nations with quotas formula has, without a doubt, developed. However, the numbers change with the meaning of standard utilized. Intentional or required party list amounts are considerably more broadly executed. In the most widely recognized case, political gatherings in frameworks are required to submit hopeful records made out of a specific number of female competitors.

Raking or positioning also indicates the most normal in a framework that shifts back and forth among male and female competitors. On the off chance that the quantities are implemented, national appointive commissions have the ability to dismiss competitor records that don't fit in with the female synthesis rules. Gathering list quotas must be actualized in relative portrayal or blended frameworks. Indeed, even among frameworks, there are various structures these amounts can take. They might be obligatory and authorized for all gatherings, or they might be deliberate and consequently just actualized by few gatherings when talking about party systems (Franceschet et al 2012). However, the system of saving seats for women are the least demanding approach to guarantee that women will hold office, and they remain in direct complexity to party rundown or hopeful shares. Places like "Afghanistan, Bangladesh, Eritrea, India, Iraq, Morocco, Pakistan, Rwanda, Tanzania, and Uganda reserve seats in the national legislature for women". Bauer (2008:359) notes that with reserved seats, "a two-tiered system of legislators may emerge ... that relegates separately elected representatives in 'women's seats' to an inferior status and diminishes their legislative accomplishments." More than 50 percent of African women cabinet ministers are in charge of social welfare portfolios and while only 30 percent lead the ministries for treasury, infrastructure, defence, and foreign affairs which are arguably the departments with more political influence (Wittenberg 2016).

This study argues that, as important as social welfare portfolios are, they do not oversee revenue generating resources or decide how revenue should be allocated and these portfolios do not sufficiently prepare the incumbents for appointment to senior political roles, as recorded in Tanzania (Makinda, referred to in Lowe Morna 2004:73) and in Uganda (Goetz 2003). In Rwanda, Schwartz (2004) overviewed MPs and noticed that the dominant part knew which women MPs were chosen to saved seats. It was discovered that the women chosen to save seats were far

less experienced than the women chosen by means of gathering candidate records. In cases, for example, these saved seats can possibly undermine the authenticity given to women pioneers or on the governing body itself. Systematic examination in Bangladesh (Nazneen and Tasneem 2010), where saved parliament seats for women have been set up at the local level since 1997, shows that women chiefs there have increased more authentic and more prominent political voice. In Tanzania for example, women on the other hand have utilized "reserved seats as steppingstones" to move into voting demographic-based seats (Yoon 2011). In India, one seat for each locale is saved for a woman in parliament. In Uganda, O'Brien (2012) gives proof that ladies chosen to occupy saved seats are no less commendable or more world class than their usual chosen partners.

Nanivadekar (2006: 119) finds that, reserved seats are effective tools for advancing women's leadership. She argues that "quotas indicate that underrepresentation of marginal groups is not a statement of the groups' poor performance but of the system's poor performance at creating a level playing field. "Debatably, quotas system assumes an essential job in clarifying why there is certifiably not a straight connection between levels of economic and financial development and the level of women's portrayal in political administration while delivering good governance. "Certain more extravagant nations, for example, Israel, Japan, and the U.S. have low levels of women representation in governmental issues of governance with initiative and no type of share quota set up" (Enaifoghe, 2018a), while Rwanda remains the top country with the highest level of women in parliament (Enaifoghe, 2019b). Some moderately poor nations, for example, Uganda, Nigeria and Tanzania have executed shares and a lot more women in their parliaments (Rosen 2011).

Constituent quantities have an essential impact in choosing women in the post-struggle and post-pioneer states. Much of the time, (South Africa, Rwanda, Slovenia, Iraq, and Afghanistan), drawing up new constitutions and reconfiguring parliaments gives an ample opportunity for quotas to be set up (Matland 2006). Notwithstanding, discretionary amounts for women don't guarantee their portrayal. The presentation of women "of female election quotas in party" or gathering records can have a sensational and quick effect, as has happened in Slovenia and Senegal, or it might have next to no impact by any stretch of the imagination.



## **Conclusion and Recommendations**

In conclusion, this paper identified the key issues that affect the present of gender unequal representation and full participation in politics for even development, to be specific in South Africa, the issue of citizenship, legislation and implementation of public consumptions, structures and procedures of administration, as well as the delivery of administrations. Research shows that companies with more women on their boards of directors and executive committees tend to perform better financially. This paper highlights more on what needs to be done, to enable the realization of diversity for good governance in South Africa. It was also noted that, there is a developing global awareness that sexual orientation with regards to gender uniformity and fairness in governmental issues is becoming the underpinning of comprehensive development for good governance.

Hence, it becomes critical to give equivalent access to open economic opportunities for both the male and female genders in an attempt to achieving an increasingly practical economy and enhancing national prosperity. Likewise, the paper asserts that, neglecting to do so will result in losing the human capital on the part of the citizenry, hence vigorously trading off nations' maximum capacity for development and national development for good governance in South Africa.

The paper recommends that gender balanced businesses in both the public and private sectors will be able to better handle the disruption of activities facing every sector on a global scale. As also confirmed by McKinsey & Company (2017), gender diverse teams make better decisions and are also more resilient to shocks in the organization. The likelihoods and procedures for achieving gender equity are distinctive for every aspect of life. Nevertheless, a productive discourse with potential partners on gender equity issues is a basic concern in guaranteeing that theoretical systems and procedures will catch the unique and unequal circumstances of women and men. Finally, the mainstreaming system must be adjusted to the specific subject under dialogue.

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