

GENDER AND ENTREPRENEURSHIP

BASIC TERMINOLOGIES USED IN GENDER

- ✓ **Gender:** refers to the way in which males and females are differentiated and ordered in a given social- cultural system.
- ✓ **Sex:** This shows the biological differences between women and men, it is a self-evident biological reality of differences between a male and a female.
- ✓ **Culture:** This refers to more permanent rules or ways of behaving and thinking of people in a given community.
- ✓ **Society:** This is an organized body of people connected by a set of common goals, who tend to share common beliefs, attitudes and modes of action within a given social / political boundary.
- ✓ **Division of labour.** Refers to where each person does a small task in the process of producing a good or service. There is a lot of discrimination in the labour market against women and in most cases are put in subordinate positions.
- ✓ **Access:** This refers to means or right to obtain services, products or commodities.
- ✓ **Conscientisation:** This is the process of becoming aware of the extent to which problems arise not so much from an individual's inadequacies, but rather from the system discrimination against a social group which put all group members at a disadvantage.
- ✓ **Empowerment:** This is the process by which people take control and action in order to overcome obstacles.
- ✓ **Gender stereotyping:** This is the constant portrayal, in the media or in books or journals, of women and men occupying social roles according to the traditional system of gender discrimination.
- ✓ **Patriarchy:** This is the male domination of ownership and control, at all levels in society, which maintains and operates the system of gender discrimination.
- ✓ **Patriarchal resistance:** This refers to the various ways the Patriarchal authority / government will try to stop or resist women's collective action for an equal share in decision making and equal control of the distribution of resources.
- ✓ **Gender Identity:** This is the subjective awareness that one is a member of the male or female sex with the consequence that one conforms to culturally determined expectations of appropriate masculine or feminist behaviour.

GENDER PARTNERSHIP IN ENTREPRENEURSHIP DEVELOPMENT

A partnership is the agreement between two or more equally recognized individuals or organizations engage in a task.

Gender partnership refers to the idea of men (with all their attributes) working harmoniously with women as joint partners.

Reasons why there is need to promote gender partnership.

- ✓ To increase the abilities of women to participate in the labour force.
- ✓ To promote the development of women entrepreneurs.
- ✓ To promote employment for women as a strategy for poverty reduction.
- ✓ To increase the numbers, sustainability and success of women entrepreneurs in the informal and formal economy.
- ✓ To eliminate threats of exploitations or victimization.
- ✓ To ensure that each member is justly rewarded for his or her service.

FACTORS THAT ENHANCE / PROMOTE GENDER PARTNERSHIP IN SOCIETY

Gender equality is a prerequisite to meaningful gender partnership. But the gender equality advocated for in this discussion is not the type of equality that wants to see everybody is the same, rather it is the equality that wants to see everybody given the same opportunities and ensures that basic rights and obligations are similar for all groups so that nobody feels, or is treated as, more or less worthy than others. This is the basis for true and effective gender partnership. In such a partnership:

- Each member is justly rewarded for his or her services
- There are no threats of exploitation or victimization
- Participants are aware of their own membership and that of the others.
- Each member gets satisfaction from participating in any activities taking place.
- There is a two-way communication between members involved.
- Each member strives to communicate his/her feelings and ideas as clearly and accurately as possible.
- The development of each member is enhanced by other group members.
- Each member has a sense of identity and belonging to partners.

GENDER MYTHS / GENDER STEREO TYPES

Gender myths are fictitious beliefs that are related to gender and gender stereo types are fixed mental impressions that are related to gender. These are misleading or fallacious beliefs concerning the gender concept. These myths include the following:

- Girls are less capable and less able in the fields of science and technology.
- Girls are to supposed to eat chicken
- Girls are weaker and irresponsible than boys in science studies
- Educated girls fail to get future partners for marriage
- Women cannot lead men
- Women are not to be involved in decision making
- Child care in for women
- Women don't ride bicycles
- Women are lenient to negotiate for profitable deals.
- Women can't be stable in business

Gender relations. Refer to social relations found in all different spheres of society and produced by actions, ideas and disclosure of individuals and groups.

Factors affecting women participation in entrepreneurship in Uganda

- Level of income. Low income levels among women discourage their involvement in business while high income levels promote entrepreneurship by women limited women participation.
- Political climate. Political insecurity in some parts of the country (north) has limited women participation in business while political stability promotes investment / business.
- Level of education. Low levels of education among women lead to low entrepreneurship participation as compared to high education levels
- Availability of women role models. Existence of role models like Sylvia Awori , Maggie Kigozi has encouraged women participation in the country as compared to the absence;
- Marriage age. Early marriage in Uganda has led to low levels of women participation in number of business and vice versa
- Nature of labour market. Discriminatory labour market practices have limited the number of women in business.
- Level of sensitization. Women sensitization about importance of business promote their participation while absence of such leads to low levels of women participation in business.
- Martial responsibilities. Married women tend to have a lot of responsibilities limiting their participation in business unlike the singles
- Government policy regarding women participation in entrepreneurship. Favourable government policy regarding women participation in business promotes their participation and vice versa
- Level of demands of the girl child. Double demand on girls I.e the traditional and school learning limit their participation in business.
- Nature business occupation. Very risky occupations like mining discourage women from participating in entrepreneurship as compared to less risky occupation.
- Availability of childcare facilities women attitude towards business. Women with access to child care facilities participate more in entrepreneurship than those with limited or no access such facilities.
- Women attitude towards entrepreneurship and business. Women with a positive attitude towards business participate more than those with negative attitude.

BARRIERS TO WOMEN PARTICIPATION IN ENTREPRENEURSHIP

- Parent perception of cost/benefits of educating girls, especially low income families.
- Female seclusion practices and early marriages. Most girls marry at an early age which occupies them in household work limiting their participation in entrepreneurship.

- The relegation of women to the home following colonization associated with the training of men for assistant administration roles and the clergy.
- The double demand on girls - traditional and school learning activities.
- Discriminatory labour market practices leading to low-paid, low status work for women.
- Poor facilities including teacher supply, teacher quality and equipment.
- The nature of science occupations which are not easily combined with child rearing and child care.
- Limited women role models and career guidance. In society there are few successful women act as role models for other women.
- Inappropriate education system. There are poor facilities like limited teachers supply, instructional materials which disfavor women in training for entrepreneurship.
- The masculine image of science projected in textbooks and the media and popular assumptions
- Political insecurity / instability
- High levels of domestic violence.
- High risky occupation disfavor females. Some occupations cannot easily be done given child bearing and care by women.
- Negative women attitude towards entrepreneurship and business
- Unfavorable government policy in regard to women participation in entrepreneurship e.g high taxes.

Solutions to women participation in entrepreneurship

- Raising general awareness of issues and modification of socialization patterns.
- Providing equal educational facilities for girls and boys.
- Give special incentives to girls to encourage them to study science subjects.
- Availing job opportunities for women combining flexible work patterns and child care Facilities
- Developing career counselling sensitive to girls' needs and make visible the existing, successful women in science to serve as role models.
- Upgrading science school facilities and adequately train sufficient and efficient teachers.
- Combining all science needs with the special needs of rural women and girls.
- Employers have to recognize the abilities / talents of girls to avoid skill shortages from exclusively one half of the population - the male half.
- Stop encouraging only girls to do home economics and only boys to do workshop technology.
- In secondary education, discourage the habits of girls choosing subjects related to home and person care and boys taking technical subjects like physics and chemistry.

Ways to reduce gender imbalance in accessing education and entrepreneurship

- Raising general awareness of issues and modification of socialization patterns. It involves community sensitization about equal opportunities for men and women in entrepreneurship.
- Stopping subject bias on sex. There is need to encourage girls not only to take home economics but also technical courses.
- Encouraging girls to take science subjects. Girls need to take subjects like physics, chemistry and business related subjects
- Avoiding discrimination in the labour market. Women and men need to have equal treatment in the labour market when awarding opportunities.
- Providing equal educational facilities for girls and boys. This helps to solve labour shortage and equips girls with required skills.
- Giving special incentives to women education. Special consideration for girls like free 1.5 points to university added helps to encourage them stay in school and take science and entrepreneurship courses.
- Giving flexible work terms and conditions to women. These include sick leave, maternity leave etc.

Guidelines for enhancing gender equality

- ✓ There shall be employing both male and female employees
- ✓ There shall be carrying out rotation of duties among men and women
- ✓ There shall be giving equal payment to both male and female employees
- ✓ There shall be giving chance to all employees to express their views.
- ✓ All workers both male and female shall be given equal opportunities
- ✓ All male and female workers shall be involved in decision making
- ✓ There shall be assigning similar duties to both sexes
- ✓ There shall be giving equal rights to both male and female employees
- ✓ Both female and male shall be involved in decision making
- ✓ Both female and male shall have equal promotion at place of work
- ✓ Good working conditions that favour both male and female workers shall be provided for instance transport facilities for employees to and from work

Sample questions

Question 1

a) *Explain the barriers to women participation in entrepreneurship and Science*

b). *Suggest the ways to redress gender imbalance in participating in entrepreneurship and accessing science education.*

c). *Explain the ways through which gender equality can be promoted*

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