

## The impact of gender inequality campaign on accessibility of employment in employment

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### Abstract

The study was concern the impact of gender inequality campaign on the accessibility of the employment in puntland. It also focuses the problems caused by the gender inequality and how we can overcome it. It also shows the consequence of gender inequality and how it affects the women.

If this trend does not change, women are going to fall victims of this inequality. This hindered both social and economic development which was render government efforts to develop women useless if the masses are not sensitized an equal employment and ownership of productive resources among all genders.

Research design stands for advance planning of the methods to be adopted for collecting relevant data, the techniques to be used in their analysis, keeping in view the objective of the research and availability of resources like time and money (Kothari, 1995). Accordingly, the time dimension for this research is cross-sectional study. From different types of research designs, descriptive type of research design were being employed for the realization of intended objectives. Because, the descriptive research design is a fact finding study with adequate and `accurate interpretation of findings. Furthermore, it allows describing both qualitative and quantitative approaches (Kothari, 2004).

It was concluded that these NGOs faced a lot of challenges in doing their work which included financial constraints, lack of government support, cultureless and religious obstacles, and low education of women among others.

This led the researcher concludes that there is impact of the sources of gender inequality campaign on accessibility of employment in puntland.

Finally Women should come up to fight for their rights and avoid the fear of exposing their challenges so that they will get education and leave ignorance.

**Keywords:** gender inequality, employment, employment

### Introduction

Gender relations-entails taking into consideration the economic, social, political and legal roles of men and women within a society. These vary greatly from culture to culture. Such diversities have great roles to play in shaping the behaviors of an individual to new ideas and his/her environment, therefore. Our study is built on the believe that the success of any development effort must be preceded and driven by gender aware analysis considering the needs and roles of males and females in a given area where development project is established. Lacks of participation by both sexes in development project have risks of failures.

Understanding the roles, needs and ideas of gender in developing countries helps policy makers. Development workers, planners, social workers and administrators improve the quality and impact of their programmes and projects in society. In developing countries where poverty is a common issue to address, unleashing the human spirit by working closely with rural poor men and women help in understanding their aspirations and barriers that militate against development, In short, concept of gender in development targets at integrating women into the main stream of development on equal.

Gender refers to the qualitative and interdependent character of women's and men's potion in society Gender relations are

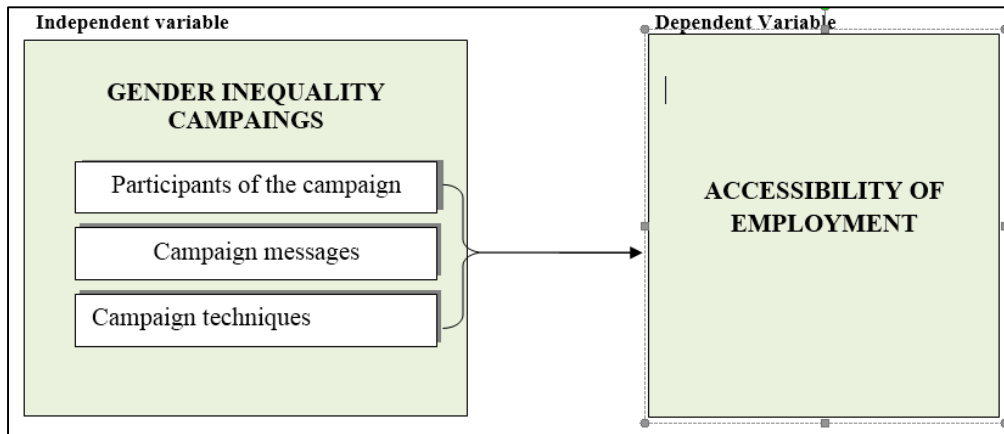
constituted in terms of the relations of power and dominance that structure the list chances of women and men. Thus gender divisions are not only tailored to biological differences. But constitute an aspect of the wider social division of labor and 'this in turn is deeply rooted in the conditions of production and reproduction and reinforced by the cultural, religious and ideological systems prevailing in a society. In short: the concept of gender makes it possible to distinguish the biological founded, sexual differences, between women and men from the culturally determined differences between the roles given to or undertaken by women and men in a given society.

Roles given to or undertaken by women and men in a given society.

### Objectives of the study

1. To examine the impact of the Participants of gender inequality campaign on accessibility of employment in puntland.
2. To investigate the impact of the gender inequality campaign messages on accessibility of the women employment in puntland.
3. To assess the impact of campaign techniques of gender inequality on the accessibility of the employment in puntland.

## Conceptual Frame work



**Fig 1:** Conceptual Framework

If the women empowered well, then the employment will be high. Promoting gender equality will lead women to participate the decision making process. Good cooperation of government, donors, and private business stakeholders will cause the gender equality and equal employment opportunity to be successful.

### Methodology

Research design stands for advance planning of the methods to be adopted for collecting relevant data, the techniques to be used in their analysis, keeping in view the objective of the research and availability of resources like time and money (Kothari, 1995). Accordingly, the time dimension for this research is cross-sectional study. From different types of research designs, descriptive type of research design was being employed for the realization of intended objectives. Because, the descriptive research design is a fact finding study with adequate and accurate interpretation of findings. Furthermore, it allows describing both qualitative and quantitative approaches As a result, this research was describe the information about who takes the largest share in the employment and why?

### Population

Population is the entire set of units for which the study data are to be used to make inferences; study was being targeted Garowe district. Target population defines set of units for which the findings of the study are meant to be generalized (Dempsey 2003), in regard to this; The target population of study was include puntland civil service commission (psc), ministry of women and family affairs (MOW), ministry of labor(MOL) and emancipation group.. The population was consist 180 which is the number of total employees in that organizations (2014/2015).

### Sample size and sampling technique

Sample size determination is the act of choosing the number of observations or replicates to include in a sample in an empirical study in which the goal is to make inferences about a population from a sample (Wikipedia). The sample size in this research is 91 based on the Slovin's formula is used in statistical analysis as a tool to determine the sample size of a population that must be taken for a specific study.

**Slovin's formula is written as  $n = N/(1+Ne^2)$ .** In the formula, n = the number of samples needed, N = total population and e = error tolerance.

### Sources of Data

To acquire the required information both primary and secondary data was being used.

### Primary Data

The researcher was use questionnaires to collect the data. Amin (2005) <sup>[5]</sup> defines questionnaires as structured set of questions usually were being distributed to the puntland civil service commission (psc), ministry of women and family affairs (MOW), ministry of labor(MOL) and emancipation group. Osoand Onen (2008) asserts that questionnaires are tools used to collect information over a short period of time. It is for this reason that the researcher use questionnaires because of time factor. So the primary data were collected from offices through questionnaire.

### Secondary Data

Regarding secondary data, it was being collected from published and unpublished documents including different books, internets and reports related to research questions of the study.

### Data analysis

After the raw data was being gathered from different sources by different data gathering techniques, it was be analyzed and interpreted. Data collected was being edited and coded; the use of closed-end questionnaires was being contributed towards gathering qualitative data. Descriptive statistics method was being applied to analyze qualitative data where data being scored by calculating the percentages, mean' STD deviation and Variance this have done using Statistical Package for Social Science (SPSS) computer package or Microsoft Excel sheet to analyze and facilitate discussion of findings.

### Research Findings and Discussions

The study employed different statistical techniques aided by SPSS to explore the role of community participation on primary education service delivery in Puntland State –

Somalia. This chapter describes the analysis of data followed by a discussion of the research findings. The findings relate to the research questions that guided the study. The presentation of the results is done in line with specific objectives that guided the study. Data is presented in frequency table form and percentages which have been worked based on the grand total

**Description of respondents’ background Information**

This section deals with the description of the background information of the respondents. The background information was concerned with issues like; address of respondents, gender, age and education level, marital status, occupation, monthly income and title of respondents. The background information of the respondents is presented in Tables 1 to 8.

**Response rate**

Respondents were asked to indicate their offices because The target population of study was include puntland civil service commission (pcsc), ministry of women development and family affairs (MOW), ministry of labor (MOL) and emancipation group. The population will consist 180 which is the number of total employees in that organization (2014/2015)

**Table 1:** Response rate

	Frequency	Percent
Puntland Civil Service Commission	11	12.1
Ministry of Labor	35	38.5
Ministry of women development and Family affairs	22	24.2
Emancipation Group	23	25.3
Total	91	100.0

The responses show that 35 (38.5 %) respondents were ministry of lab our workers while 23 (25.5%) were emancipation group, 22 (24.2%) were working by the ministry of women development and family affairs and the small percentage of the respondents 11 (12.1%) were working puntland civil service commission respectively.

**Gender of respondents**

The gender respondent was as show in table 2 below:

**Table 2:** Gender

	Frequency	Percent
Male	56	61.5
Female	35	38.5
Total	91	100.0

The responses show that 56 (61.5 %) respondents were male while 35 (38.5%) were females. This shows the number of male respondents was higher than that of female respondents. It shows that there is gender inequality in work place. It also suggests that males in in Garowe district were given more opportunities on the accessibility of the employment.

**Respondent by Level of Education**

Respondents were also asked to indicate their highest level of

Academic qualifications (education). Table 3 presents the Results:

**Table 3:** Level of education of respondents

	Frequency	Percent
None	2	2.2
Elementary school	5	5.5
Secondary school	11	12.1
Certificate	6	6.6
Diploma	19	20.9
Above Degree	43	47.3
Total	48	52.7
Total	91	100.0

The research findings showed that the biggest number of the respondents 52.7% was above degree, 20.9 % was diploma holders, 12.1 % were high school graduates, 6.6% were have certificate respectively, 5.5% were elementary school and also 2.2% were not attend school. The highest percentage of the respondents has academic qualifications degree and above holders.

**Respondents by Age**

Respondents were requested to indicate their ages. This was aimed at enabling the researcher to describe the age of the respondents which could also affect Community Participation on the accessibility of the employment. In this study, age of respondents was categorized into five groups namely: less than 25, 26 - 35, 36 – 45, 46-55 and above 56 years and above Results are presented in Table 4

**Table 4:** Respondents by Age

	Frequency	Percent
less 25	11	12.1
26-35	43	47.3
36-45	21	23.1
46-55	13	14.3
above 56	3	3.3
Total	91	100.0

Table 4 indicates that the biggest percentage (43 or 47.3%) of the respondents was aged between 26 – 35years, 21 (23.1%) were aged 36-45, 13(14.3) were aged 46-55, 11(12.1%) are less than 25 years and 3(3.3%) of the respondents were 56 years above. This indicates that a majority of the respondents were on average ages.

**Description of the study objectives**

The impact of the participants of gender inequality campaign on accessibility of employment in puntland.

This objective sought to examine the impact of the participants of gender inequality campaign on accessibility of employment in puntland in Garowe Puntland Somalia. Based on a five-point Likert scale (Strongly Disagree, Disagree, Neutral, Agree, and Strongly Agree), respondents were presented the impact of the participants of gender inequality campaign on accessibility of employment in puntland in Garowe Table 5 the impact of the sources of gender inequality campaign on accessibility of employment in puntland in Garowe

**Table 5:** The impact of the sources of gender inequality campaign on accessibility of employment in puntland

No.	Statements	Strongly Agree	Agree	Total Agree	Neutral	Disagree	Strongly Disagree	Total disagree
<b>A. Gender Equality</b>								
1.	There is a gender equality in a work place	16.5%	20.9%	37.4%	11%	30.8%	20.9%	51.7%
2.	Women and men are paid the same	29.7%	34.1%	63.8%	15.4%	12.1%	8.8%	20.9%
3.	Formal employment agencies are recruit equally regardless of their gender	12.1%	15.4%	27.5%	13.2%	41.8%	17.6%	59.4%
4.	Do you think income disparity is due to the gender inequality?	11%	34.1%	45.10%	26.4%	17.6%	11%	28.6%
5.	Qualification disparity among the gender is the core attributes of inequality.	11%	38.5%	49.5%	20.9%	22%	7.7%	29.7%
6.	Do you think women participation is exists in political decision	30.8%	44%	74.8%	9.9%	11%	4.4%	15.4%
7.	Do you think 30/ of quota would play a role to promote gender equality in various organizations?	44%	28.6%	72.6%	12.1%	12.1%	3.3%	15.4%
8.	Would you say that gender equality has improved with your organization	34.1%	34.1%	68.2%	16.5%	9.9%	5.5%	15.4%
Total Agree %				54.86%	Total disagree%			29.56099%

As per the above summarized table shows the under the objective one of the study (To examine the impact of the participants of gender inequality campaign on accessibility of employment in puntland) the respondents were asked is There a gender equality in a work place, However, study results that indicate that 16.5 % of the respondents were strongly agreed that they gender equality in a work place and 20.9% agreed. A percentage of 30.8 % disagreed and 20.9 % strongly disagreed and percentage of 11% was neutral. The mean of the study is 2.81 while the Standard Deviation is 1.414 and the data variance also 1.998, since majority of the respondents answered in disagreement to this item when you add for both strongly disagree and disagree which represents 51.7%, it indicates that there is a gender inequality in work place.

Respondents were also asked Women and men are paid the same in your organization. The respondents results was 34.1 % of the respondents agreed and 29.7 % strongly agreed that Women and men are paid the same in that organization. A percentage of 8.8% strongly disagreed and 12.1 % disagreed and a percentage of 15.4 were neutral. On the other hand the mean of the data was 3.64, the standard deviation was 1.269 and the variance is 1.611 .Since majorities of the respondents answered in agreement to this item where we add the agreed and strongly agreed respondents represent 63.8%, it indicates that Women and men are paid the same in Garowe.

The respondents after were asked Formal employment agencies are recruit equally regardless of their gender as shows the study results that indicate that 15.4 % of the respondents agreed and 12.1 % strongly agreed that Formal employment agencies are recruit equally regardless of their gender. A percentage of 17.6 % strongly disagreed and 41.8 % disagreed and a percentage of 13.2% were natural. Since majority of the respondents answered in disagreement to this item, it indicates that Formal employment agencies are not recruit equally regardless of their gender. However, the mean of the data was 2.63; the standard deviation also is 1.279 while the variance of the data was 1.637.

The respondents were further asked to income disparity is due to the gender inequality in work place. However, the study results indicate that 34.1 % of the respondents agreed and 11% strongly agreed that they income disparity is due to the gender inequality in work place. A percentage of 11 %

strongly disagreed and only 17.6 % disagreed and a percentage of 26.4% were natural. When you add both agreed and strongly agreed respondents we found that the majority of the respondents answered in agreement to this item compared to the disagreed ones, on the other hand the means of this data is 3.16 where the standard deviation and variance are 1.176 and 1.384 respectively. It indicates that income disparity is due to the gender inequality in work place in Garowe.

The respondents were asked Qualification disparity among the gender is the core attributes of inequality in Garowe, the study results indicate that 38.5 % of the respondents agreed and 11 % strongly agreed that Qualification disparity among the gender is the core attributes of inequality. A small percentage of 7.7 % strongly disagreed and 22% disagreed and a percentage of 20.9% were natural, on the other hand the mean of the respondents is 3.23 while the standard deviation and variance are 1.146 and 1.313 respectively. When you compare the agreed and disagreed respondents the agreement is higher which indicates that Qualification disparity among the gender is the core attributes of inequality.

The respondents were further asked women participation is exists in political decision. The respondents answered that 44% of the respondents agreed and 38.8 % strongly agreed that women participation is exists in political decision. A percentage of 4.4 % strongly disagreed and 11% disagreed and also 9.9 % of the respondents were neutral, the mean for the respondents was 3.86 while the standard deviation is 1.111 and the variance is also 1.235 .since majority of the respondents answered in agreement to this item, it indicates that women participation is exists in political decision in Garowe.

The respondents were asked 30% of quota would play a role to promote gender equality in various organizations. According to the result obtained they indicate that 28.6% of the respondents agreed and 44% strongly agreed that 30% of quota would play a role to promote gender equality in various organizations. A small percentage of 3.3% strongly disagreed and 12.1% disagreed and also 12.1% of the respondents were neutral, the mean for the respondents was 3.98 while the standard deviation is 1.164 and the variance is also 1.355. Since majority of the respondents answered in agreement to this item, it indicates that 30% of quota would play a role to

promote gender equality in various organizations in Garowe. The respondents were asked that gender equality has improved with your organization and according the responds obtained, they indicate that that 34.1% of the respondents agreed and 34.1 % strongly agreed that gender equality has improved with your organization A percentage of 5.5% strongly disagreed and 9.9% disagreed and a big percentage of the 16.5% respondents were neutral (not agree and not disagree / undecided). However the mean of the data was 3.75 and the standard deviation and variance are 1.244 and 1.547 respectively. Since majority of the respondents answered in agreement to this item, it indicates that gender equality has improved with the organization. However, according to the overall results obtained in the objective one (the impact of the participants of gender inequality campaign on accessibility of employment in puntland) as per table 4 indicates that 54.86% of the respondents answered on agreement for that objective. Where

29.56% responded on disagreements which indicate that most of the respondents believe that there is impact of the participants of gender inequality campaign on accessibility of employment in puntland state - Somalia.

**The impact of the gender inequality campaign messages on accessibility of the women employment in puntland.**

This objective is to investigate the impact of the gender inequality campaign messages on accessibility of the women employment in puntland.

Based on a five-point Likert scale (Strongly Disagree, Disagree, Neutral, Agree, and Strongly Agree), respondents were presented with a number of items to measure the extent of the gender inequality campaign messages on accessibility of the women employment in puntland.

Table 6 shows respondents’ ratings the impact of the gender inequality campaign messages on accessibility of the women employment in puntland.

**Table 6:** The impact of the gender inequality campaign messages on accessibility of the women employment in puntland.

No.	Statements	Strongly Agree	Agree	Total Agree	Neutral	Disagree	Strongly Disagree	Total disagree
<b>B. Gender campaign Messages</b>								
1.	Ending Gender based violence campaign have extent towards reducing gender inequality	37.4%	39.6%	77%	9.9%	8.8%	4.4%	13.2%
2.	Girl child education campaign enhances gender enrolment at school	52.7%	29.7%	82.4%	13.2%	2.2%	2.2	4.4%
3.	Do you think providing economic opportunity such as Micro credit grant (MCG) enhances equality at market place?	22%	46.2%	68.2%	18.7%	9.9%	2.2%	12.1%
4.	End early child marriage promotes gender equality	51.6%	30.8%	82.40%	6.6%	7.7%	3.3%	11%
5.	Gender and development network campaign (GADN) campaign promotes gender integration and gender equality	27.5%	35.2%	62.7%	25.3%	9.9%	2.2%	12.1%
6.	Educating girls can end poverty.	65.9%	27.5%	93.4%	2.2%	3.3%	1.1%	4.4%
7.	The campaigners will do what they say	24.2%	49.5%	73.7%	9.9%	6.6%	9.9%	16.5%
				67.48%				9.2125%

Under the objective to investigate the impact of the gender inequality campaign messages on accessibility of the women employment in puntland. Ending Gender based violence campaign has extent towards reducing gender inequality. However, the answer obtained in that regards was that 39.6 % of the respondents agreed and 37.4% strongly agreed that Ending Gender based violence campaign have extent towards reducing gender inequality. A small percentage of 4.4% strongly disagreed and 8.8% disagreed and a percentage of 9.9% was neutral (not agree and not disagree / undecided). the mean of the respondents was 3.97 while the standard deviation is 1.110 and variance is also 1.232 .However, When you compare the aggregate of the strongly agree and agree and also the aggregate of strongly disagree and disagree we will found that the majority of the respondents answered in agreement to this item, it indicates that Ending Gender based violence campaign have extent towards reducing gender inequality.

Respondents were also asked to girl child education campaign enhances gender enrolment at school and the study results that obtained indicate that 29.7% of respondents agreed and 52.7% strongly agreed that girl child education campaign enhances gender enrolment at school. A small percentage of 2.2 % strongly disagreed and 2.2 % disagreed and 13.2%

were neutral.

The respondents were further asked providing economic opportunity such as Micro credit grant (MCG) enhances equality at market place and the study results obtained was 46.2% of the respondents agreed and 22% strongly agreed that providing economic opportunity such as Micro credit grant (MCG) enhances equality at market place. A small percentage of 2.2% strongly disagreed and 9.9% disagreed and a big percentage of 18.7% was responded on neutral which means not agreed nor disagreed. On the other hand the means of the respondents was 3.09 while the standard deviation is 1.186 and the variance also is 1.406 .however, when we compare the agreement and disagreement of this items we found the respondents answered in agreement agreed are slightly higher compare to this disagreed ones, but there quite number of the respondents which answered neutral which means there is there is not high level of agreement among the respondents for this item which providing economic opportunity such as Micro credit grant (MCG) enhances equality at market place. The respondents were further asked End early child marriage promotes gender equality However, the respondents results indicated as 30.8 % of the respondents agreed and 51.6 % strongly agreed that End early child marriage promotes gender equality A small

percentage of 3.3% strongly disagreed and 7.7% disagreed and a percentage of 6.6 % was responded on neutral which means not agreed nor disagreed. On the other hand the means of the respondents was 3.30while the standard deviation is 1.237 and the variance also is 1.530. However, since majority of the respondents answered in agreement to this item, it indicates that End early child marriage promotes gender equality.

Table 7 shows respondents’ ratings on Gender and development network campaign (GADN) campaign promotes gender integration and gender equality and the study results that indicate that 35.2% of the respondents agreed and 27.5% strongly agreed that Gender and development network campaign (GADN) campaign promotes gender integration and gender equality. A small percentage of 2.2% strongly disagreed and 9.9% disagreed, on the other hand the means of the respondents was 3.43 while the standard deviation is 1.268 and the variance also is 1.607. However, since majority of the respondents answered in agreement to this item, it indicates that Gender and development network campaign (GADN) campaign promotes gender integration and gender equality in Garowe.

The respondents were further asked to Educating girls can end poverty. Table 6 shows their responses .However, according to the results obtained, they indicate that 27.5% of the respondents agreed and 65.9% strongly agreed that Educating girls can end poverty. A small percentage of 1.1% strongly disagreed and 3.3% disagreed and a percentage of 2.2% was responded on neutral which means not agreed nor disagreed. On the other hand the means of the respondents was 3.41 while the standard deviation is 1.124 and the variance also is 1.264. however, since majority of the respondents answered in agreement to this item, on the other hand there is are a small number of people which disagree and some respondents were answered neutral (not agree and not disagree / undecided) which means the respondents are

strongly agree that Educating girls can end poverty. The respondents were further asked to the campaigners will do what they say. And the results indicate that 49.5% of the respondents agreed and 24.5% strongly agreed that the campaigners will do what they say in Garowe. A percentage of 9.9% strongly disagreed and only 6.6% disagreed and small percentage of the respondents 9.9% were answered neutral. On the other hand the means of the respondents was 2.93 while the standard deviation is 1.374 and the variance also is 1.887. Since majority of the respondents answered in agreement to this item, it indicates that the campaigners will do what they say.

As per the table 6 shows under discussion of the objective number 2 of the study (the impact of the gender inequality campaign messages on accessibility of the women employment in puntland) the overall results of this objective show that 67.48% of the respondents was in agreement of the questioned asked under this section and 9.2% were on disagreement which shows that majority of the respondents in this objectives agreed that the impact of the gender inequality campaign messages on accessibility of the women employment in puntland.

**The impact of campaign techniques of gender inequality on the accessibility of the employment in puntland**

This objective is to assess the impact of campaign techniques of gender inequality on the accessibility of the employment in puntland

Based on a five-point Likert scale (Strongly Disagree, Disagree, Neutral, Agree, and Strongly Agree), respondents were presented with a number of items to measure the extent of the gender inequality campaign messages on accessibility of the women employment in puntland.

Table 7 shows respondents’ ratings the impact of the gender inequality campaign messages on accessibility of the women employment in puntland.

**Table 7:** The impact of campaign techniques of gender inequality on the accessibility of the employment in puntland

No.	Statements	Strongly Agree	Agree	Total Agree	Natural	Disagree	Strongly Disagree	Total disagree
<b>C. Campaign techniques</b>								
1.	To what extent do you agree the techniques of the campaign are Radio	39.6%	44%	83.6%	4.4%	7.7%	4.4%	12.1%
2.	To what extent do you agree the techniques of the campaign are, communication outreaches	7.7%	15.4%	23.1%	29.7%	29.7%	17.6%	47.3%
3.	To what extent do you agree the techniques of the campaign are social media	58.2%	25.3%	83.5%	6.6%	7.7%	2.2%	9.9%
4.	To what extent do you agree the techniques of the campaign are posters and magazines	9.9%	13.2%	23.10%	25.3%	35.2%	16.5%	51.7%
5.	To what extent do you agree the techniques of the campaign are tv	44%	37.4%	81.4%	7.7%	6.6%	4.4%	11%
6.	To what extent do you agree the techniques of the campaign are conferences and workshops	26.4%	53.8%	80.2%	8.8%	6.6%	4.4%	11%
Total agree				62.48%	Total disagree			23.83333%

As per the table 7 shows under discussion of the objective number 3 of the study (The impact of campaign techniques of gender inequality on the accessibility of the employment in puntland) the overall results of this objective show that 62.48% of the respondents was in agreement of the

questioned asked under this section and 23.8% were on disagreement which shows that majority of the respondents in this objectives agreed that the impact of campaign techniques of gender inequality on the accessibility of the employment in puntland.

**The Accessibility of the employment**

This is the dependent variable of the study which indicates the Accessibility of the employment in Puntland-Somalia. Based on a five-point Likert scale (Strongly Disagree, Disagree,

Neutral, Agree, and Strongly Agree), respondents were presented with a number of items to measure the extent to the Accessibility of the employment Puntland Somalia

**Table 8:** Accessibility of the employment

No.	Statements	Strongly Agree	Agree	Total Agree	Neutral	Disagree	Strongly Disagree	Total disagree
<b>D. Accessibility of the employment</b>								
1.	Do you think female candidate have any accessibility to public vacancies	31%	44%	75%	6.6%	11%	6.6%	17.6%
2.	An affirmative action boost female accessibility of employment to public and private sector	35.2%	47.3%	82.5%	9.9%	5.5%	2.2%	4.4%
3.	do you think female candidates have any accessible to work on private sector	20.9%	13.2%	34.1%	15.4%	36.3%	14.3%	50.6%
4.	There is a wage inequality in work place	17.6%	36.3%	53.90%	16.5%	17.6%	12.1%	29.7%
5.	Person are recruited, hired, assigned and promoted without regard to gender, clan, sex religion and so on	14.3%	9.9%	24.2%	11%	27.5%	37.4%	64.9%
6.	Do you think employee have an equal accessibility to other opportunity include compensation, access to training education, tuition assistant and so on	23.1%	45.1%	68.2%	13.2%	16.5%	2.2%	18.7%
7.	Clan nomination is major issue which fuels major disparity and hindrances gender equality campaigns	62.6%	20.9%	83.5%	4.4%	7.7%	4.4%	12.1%
8.	To what extent do you agree with the employment agencies being recruited on gender equality	15.4%	31.9%	47.3%	9.9%	31.9%	11%	42.9%
9.	To what extent do you agree the sources of the campaign are government, international NG, private sector and civil society	58.2%	22%	80.2%	9.9%	7.7%	2.2%	9.9%
Total agree				61%	Total disagree			28%

Table 8 presents that 61% of the respondents asked about the dependent variable (Accessibility of the employment) answered on agreement, where 28% of the respondents disagree the questions asked about Accessibility of the employment, However this implies that majority of the respondents are agreed on the dependent variable question which means that most of the respondents believe the Accessibility of the employment and also Clan nomination is major issue which fuels major disparity and hindrances gender equality campaigns and finally this finding shows Person are recruited, hired, assigned and promoted without regard to gender, clan, sex religion and so on.

**Conclusion**

The following are the conclusions drawn from this study as per its respective specific objectives.

**The impact of the sources of gender inequality campaign on accessibility of employment in puntland.**

As per the analysis show in this variable it implies that there impact of the sources of gender inequality campaign on accessibility of employment in puntland, according to the overall results obtained in the objective one. The researcher observed that there is no gender equality in a work place. It was concluded that the majority of the respondents understood the meaning of gender inequality as the disparity between men and women where women are taken to be inferior to men.

It was found out that gender inequality was being caused by a lot factors including poverty, economic stagnation, social exclusion, culturalism, stereotyping, jealousy among men and low levels of education among women which was the prominent causing factor.

It was also concluded that men had various views and attitudes towards gender inequality where most of them were heavily involved in promoting gender equality and equity while others wanted to maintain the status quo and others were unbothered about the concept of gender inequality.

Various NGOS were identified in dealing with women to solve the challenges of gender inequality these included, women association, emancipation group which were giving women credit facilities promoting affirmative action's, sensitization of the masses about the need for gender equality sponsoring female children in schools and struggling for the rights of women in terms of accessibility of the employment.

It was concluded that these NGOs faced a lot of challenges in doing their work which included financial constraints, lack of government support, culturalism and religious obstacles, and low education of women among others.

It was also concluded that NGOs were trying their level best to solve these challenges to improve on their efficiency by soliciting for government help, seeking funding from international agencies like EU, USAID, and UNDP and sensitizing people on principles of equality and equity in participation. This led the researcher concludes that there is impact of the sources of gender inequality campaign on accessibility of employment in puntland.

**The impact of the gender inequality campaign messages on accessibility of the women employment in puntland.**

With reference to the analysis of this variable indicate that there is impact of the gender inequality campaign messages on accessibility of the women employment in puntland, educating girls can end poverty is one campaign messages that the most of the respondents are strongly agreed.

According to answers obtained shows that majority of the respondents in this objectives agreed that there is impact of the gender inequality campaign messages on accessibility of the women employment in puntland.

### **The impact of campaign techniques of gender inequality on the accessibility of the employment in puntland.**

As per the analysis show in this variable it implies that there is impact of campaign techniques of gender inequality on the accessibility of the employment in puntland. Based on these findings, the researcher observed that there is a significant positive technique that we can promote and improve our gender inequality campaign messages. This led the researcher concludes that there is impact of campaign techniques of gender inequality on the accessibility of the employment in puntland.

### **Recommendations**

The impact of the sources of gender inequality campaign on accessibility of employment in puntland.

The study findings revealed a significant positive impact of the sources of gender inequality campaign on accessibility of employment in puntland. Efforts should therefore be geared towards increasing the sources of gender inequality campaign on accessibility of employment in puntland.

NGOS in collaboration with government and other funding agencies should increase their efforts to liberate women from the position of solitude where men can understand that denying women a chance to own property is denying development of the whole community.

The government should step up its efforts to solve the problem of gender inequality through enactment of laws and implementing them to bring change to the status of women.

Women should come up to fight for their rights and avoid the fear of exposing their challenges so that they will get education and leave ignorance.

Some cultural values that are outdated should be done away with and transformed so that men can realize the fact that women also have the potential to perform tasks like men and can also own resources like any other people stereotypes that lead to underestimation of women should be avoided in homes such that children grow up knowing that they are the same and equal.

### **The impact of the gender inequality campaign messages on accessibility of the women employment in puntland.**

The study findings revealed a significant positive impact of gender inequality campaign messages on accessibility of the women employment in puntland, Efforts should therefore be geared towards increasing community involvement in campaign messages for instance through promoting community awareness, strengthening and empowerment of women by using gender inequality campaign messages on accessibility of the women employment in puntland.

Additionally, involving the community in campaign messages can help gender equality, social and political participation, share ideas, and sustainable development.

### **The impact of campaign techniques of gender inequality on the accessibility of the employment in puntland**

The study findings revealed significant positive campaign techniques of gender inequality on the accessibility of the

employment in puntland. Efforts should therefore be geared towards increasing the campaign techniques of gender inequality on the accessibility of the employment which is crucial and helpful for the campaign and overcome the gender inequality.

Efforts should also be made awareness, community mobilization, conferences and workshops and any solution of this gender inequality through the techniques of gender inequality on the accessibility of the employment such as TV, Social media, radio, and so on.

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