A CRITIQUE OF THE CHALLENGES IN THE IMPLEMENTATION OF
THE QUOTA SYSTEM AS AN ENHANCEMENT STRATEGY OF WOMEN
REPRESENTATION IN DECISION-MAKING POSITIONS: THE CASE OF
THE PARLIAMENT OF ZIMBABWE from 2000-2012

BY

CHIMUNHU MELODY

B1024944

A RESEARCH PROJECT SUBMITTED IN PARTIAL FULFILLMENT FOR
THE REQUIREMENTS HONOURS DEGREE IN PEACE AND
GOVERNANCE

2013

BINDURA UNIVERSITY OF SCIENCE EDUCATION
ABSTRACT

This study focused on the challenges in the implementation of the quota system as an enhancement strategy of women representation in decision-making positions in Zimbabwe. Objectives of the study were to investigate women perceptions of the quota system and to explore obstacles to gender equity in decision-making positions as well as to investigate whether males and females have equal opportunities for promotion and advancement in top political positions. The study had a lot of significance to marginalized and minor groups to realise their worth in their national politics. Graduates and students may use this research in reference to their gender studies, and so they become well versed on how they are supposed to stand up for their rights and participate effectively in the policy and decision-making of their respective constituencies despite their gender such that they promote democracy and human development in their communities. The study also added to the existing body of knowledge and provided the researcher an opportunity to evaluate literature on gender quota system strategy of women representation in decision-making positions. The study period is from 2000 to 2012. It was revealed that the quota system was aimed at adding just the numbers of women into political decision-making positions. The study showed that the women who were put into place, most of them were not qualified thus they were looked down upon. Therefore they were only acting as placeholders who were only cover faces of the dominant men in the political positions. The study recommended that there was need for research aimed at investigating how political institutions in Zimbabwe can be changed in order to accommodate women, considering their multiple roles and responsibilities. Focus should not be on how the women can change in order to conform to the existing political structures but on changing the political structures in order for them to accommodate women politicians. There should be an equal political opportunity policy and measures to be taken on parties who do not comply. Women parliamentarians should take the initiative to educate their fellow women on the advantages of voting for other women other than pulling them down. Women parliamentarians should do projects that can fund their campaigns. This can be done by starting small projects with the aid of women on the grassroots. By connecting with these women, women can gain trust, ground and support from fellow females. Women need to compete on equal footage with men so that they gain respect by getting into position by merit. The study is divided into five chapters. Chapter one is the introduction, Chapter Two consists of the literature review, Chapter Three reveals the research methodology, followed by Chapter Four which is the data presentation and analysis and Chapter Five is the summary of the whole project.