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WOMEN EMPOWERMENT AND UNITED NATIONS

PEACEBUILDING: EVIDENCE FROM THE GHANA ARMED

FORCES AND THE GHANA POLICE SERVICE

BY

ERIC GBEDEMAH

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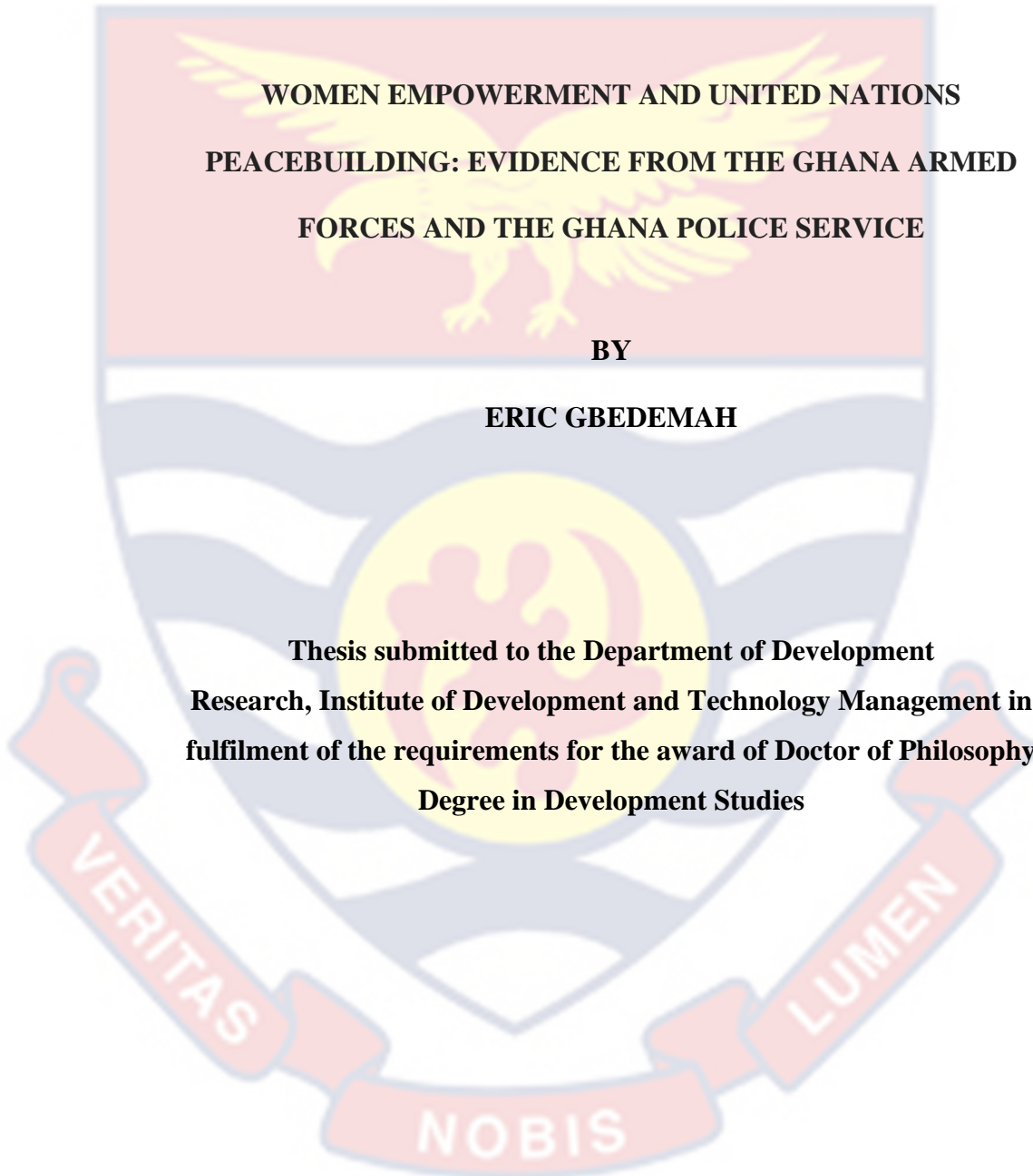
September, 2023

DECLARATION

Candidate's Declaration

I hereby declare that this thesis is the result of my own original research and that no part of it has been presented for another degree in this Institute or elsewhere.

Candidate's signature……………………   Date: ………………………

Eric Gbedemah

Supervisor's Declaration

We hereby declare that the preparation and presentation of this thesis were supervised in accordance with the guidelines on supervision of theses laid down by Institute of Development and Technology Management.

Principal Supervisor's Signature: …………………   Date: ……………

Prof. John Micah

Co-Supervisor's Signature: ………………………   Date: …..…………

Prof. Beatrice Okyere

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ABSTRACT

As the mandates of United Nations peace missions have become increasingly complex in scope and dynamics it has given the recognition for the need of gendered approach to all United Nations peace missions especially peace building in conflict prone zones. This development will adequately respond to the needs of women and children who mostly are vulnerable and become victims of armed conflicts. The integration of gender issues into peace building has taken two approaches (i.e., empowering women in participating in peace building missions and gender mainstreaming into the UN mandates and policies. The aim of the study is to analyse the effects of women empowerment on UN peace building with evidence from GAF and GPS. Primary data on women involvement in UNPB were collected from 353 personnel from the GAF and GPS using questionnaire and interview guide. The data was analysed using the Statistical Package for Social Sciences. The framework of analysis used were Descriptive, correlation, comparison and synthesis and descriptive statistics and regression were used as techniques of analysis. The study discovered that the determinants of women empowerment on UNPB include access to education, decision-making, leadership roles, Economic freedom, and the right to control their lives. The effects of women empowerment on the United Nations Peace Building include advanced conflict resolution, evidence of enforcement of women's rights, increased women in leadership positions, enhanced information collection, decreased children and women exposures in armed conflict and DDR. The study discovered that the following were the challenges of women empowerment: weak institutional capacity to handle women empowerment, there is little or no comprehensive local database on women empowerment, lack of clear national policies for women empowerment and mostly inexperienced staff left to handle women empowerment pieces of training. The study accepted the alternate hypothesis. The study concluded by developing an integrated system of all actors in the chain of women empowerment model to enhance United Nations Peace Building in the selected security sector in Ghana. The implications of the study finding for policy formulation include providing equal opportunities to male and female soldiers that commensurate their number in the Ghana Armed Forces. The study recommended that ensuring peace-building missions and state military organisations of its TCCs are appropriately funded, and should support operations that increase women's engagement.

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LIST OF ABBREVIATION

AFCOPB	Africa Centre for Peacebuilding
AU	African Union
BPFA	Beijing Platform for Action
CDA	Collaborative for Development Action
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CEOs	Chief Executive Officers
DDR	Disarmament Demobilization Reintegration
DFID	Department for International Development
ECOWAS	Economic Community of West African States
GAF	Ghana Armed Forces
GAMA	Greater Accra Metropolitan Assembly
GDP	Gross Domestic Product
GPS	Ghana Police Service
IOM	International Organization for Migration
MDGs	Millennium Development Goals
MINUSMA	United Nations Multidimensional Integrated Stabilization Mission in Mali
MoI	Ministry of Interior
NDC	National Democratic Congress
NGO	Non-Governmental Organization
NPP	New Patriotic Party
ONUC	United Nations Operation in the Congo
PCC	Police Clearance Certificate
SDGs	Sustainable Development Goals
SPSS	Statistical Package for Social Science
TCC	Troop Contribution Countries
TTC	Time and Targeted Counselling
UN	United Nations
UNDHR	Universal Declaration of Human Rights
UNDP	United Nations Development Program
UNEF	United Nations Emergency Force

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UNICJRI	United Nations Interregional Criminal Justice and Research Institute
UNIFIL	United Nations Interim Force in Lebanon
UNPB	United Nations Peace Building
UNPKO	United Nations Peace Keeping Operations
UNPOL	United Nations Police
WANEP	West Africa Network for Peace

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CHAPTER ONE

INTRODUCTION

Rationale of the Study

The Human Rights Movement of Women, which generated Women's Empowerment, brought significant attention to issues of discrimination and abuses against women and girls during the 1990s (O'Reilly, 2016). When female activists sought to depend more heavily on the UN Human Rights Framework to highlight the challenges of their economic, political, civic, and social rights, the Women's Human Rights movement was born. All voices are heard using the majority rule technique. Women play vital role in a country's development. Women contribution of the worldwide agricultural labour force constitutes about 43.0%, up to 70% in some nations (Sen, 2015). Women, who constitute more than half of the world's population, are, nonetheless, underrepresented in decision-making processes and basic leadership roles at governance levels, owing to a lack of economic and political authority to satisfy their basic requirements and solve their developmental challenges (Carpenter, 2016).

Given that gender inequality is among the most ubiquitous and persistent kinds of injustice throughout history, ending it would need one of the most massive movements for change. On a worldwide level, there is still violence and prejudice against women and girls. Every industry is impacted by gender disparity. According to the UN Women 2016 annual update, around 2.7 billion women are apparently legally prevented from having the same employment opportunities as men worldwide. Relatedly, to the most recent 2022 Global

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Gender Gap Report, gender parity may not be reached for an estimated 132 years at the present pace.

Additionally, women face obstacles when trying to advance to the highest levels of leadership (for example, just 5% of Fortune 500 CEOs are female) and are paid less than men in certain jurisdictions (UN Women, 2020). In particular, in the context of Sustainable Development Goal (SDG) 5, which aims to achieve gender equality and empower all women and girls, the empowerment ideology serves as the cornerstone of contemporary development initiatives. (Sen, 2015). Gender inequality persists in several regions of the world despite international attempts to improve and ensure universal sanitation, especially in emerging nations like Nigeria and Ghana. According to Smallwood (2020), this philosophy recognizes that empowering women is not only a moral imperative but also a key driver of social, economic, and political progress. The Empowerment philosophy emphasizes how crucial it is to provide people, especially women the ability to take charge of their life and make wise decisions. (Smallwood, 2020). It encompasses economic, political, social, and cultural dimensions, emphasizing that empowerment is not solely about giving women equal opportunities but also equipping them with the resources, knowledge, and agency to seize those opportunities. This philosophy aligns closely with Goal 5 of SDG, which aims to:

1. Achieve Gender Equality: Promote gender equality by ending all forms of discrimination and violence against women and girls, ensuring equal access to opportunities, and eliminating harmful practices.

2. Empower Women and Girls: Ensure that women and girls have the tools and capabilities to participate fully in decision-making processes,

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access education, healthcare, and economic opportunities, and exercise their rights.

This is reflected in Ghana MDGs in 2015, which highlighted that Ghana continue to face challenges in achieving MDG Goal 3, which calls for the advancing gender equality and empowering women, despite the fact that the ratio of men to women—as well as boys to girls—in educational, professional, and leadership roles continued to be incredibly large (Ghana-MDGs Report, 2015). Given that women account for more than half of the world's population, are underrepresented in key development sectors that provide their fundamental needs globally, has implications for peacebuilding processes.

Only 3.0% of mediators, 4.0% of signatories, and 13.0% of negotiators in resolving and preventing international conflict situations are women, despite women's essential contributions to world peace. (UN Women, 2020). According to history, : Miriam Coronel Ferrer (of the Philippines) and Tzipi Livni (of Israel) were the only two women who ever served as chief negotiators, and Coronel Ferrer also the only one woman who ever signed a final peace treaty as a major interpreter (UN Women, 2020). This shows that women are frequently disregarded in potential strategy innovations aimed at sustainable development and responding to global security issues. However, as a result of global women empowerment campaigns and efforts, women now account for 20.0% of the Cybersecurity Workforce (UN Women, 2020). In effort to ensure peace and security globally, the international community agreed in 1945 (regarding the end of World War II) that the United Nations (UN) should be the primary global body responsible for ensuring global peace and security to ensure that the world does not deteriorate from the pestilence of wars again (Thakur, 2016). As a

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result, to enhance international peace and security, the UN chose peacekeeping and peacebuilding as effective strategies for addressing global conflict situations.

To support women's empowerment in UN peacebuilding work, certain initiatives have been put in place. Boutros-Ghali, who served as the UN's secretary-general from 1 January 1992 to 31 December 1996, the "Agenda for Peace" in 1992 was established and it pushed for the idea of contemporary peacebuilding in order to sustain the UN's effective operation (MacGinty & Richmond, 2013). In order to address injustice by nonviolent means, peacebuilding is characterised as the development of positive interpersonal, social, and political relationships across boundaries of class, ethnicity, religion, country, and race (Lederach & Appleby, 2010). According to Boutros-Ghali, post-conflict peacebuilding is an endeavour to identify and support processes that have a propensity to preserve and consolidate peace in order to prevent a relapse into violence (MacGinty & Richmond, 2013). Since the implementation of the Agenda for Peace, peacebuilding has focused on integrated disarmament, demobilisation, and reintegration (DDR) as part of the UN system's multifaceted strategy for post-conflict peace-building and reconstruction (Tavares, 2009). A global framework for increasing women's efforts and participation in international peacekeeping and peacebuilding processes is established by the United Nations Security Council Resolution 1325 on Women, Peace, and Security. However, according to Black (2009), only 16 of the 54 African countries have Action Plans in place to ensure the successful execution of UN Resolution 1325's goal. According to the UN Peacekeeping 2022 report, women form 9% of total Troop contributing and Police

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contributing countries while 19% of women are deployed for UN military Experts on Mission and Staff Officers (UNMEMs + SOs). The wide gap in women representation on UN missions may largely be attributed to inadequate women empowerment effort at the international and national level. Additionally, the UN has created mechanism for women to report any sexual harassment as well as availability of focal points to offer guidance on issues unique to women. This will make it easier to establish networks for women in uniform at all levels of UN missions.

According to Konadu-Agyemang (2018), Ghana is one of the most tranquil nations in Sub-Saharan Africa, particularly in the West. This is because Ghana has had a peaceful transition of power since the 4th Republic's restoration of constitutional democracy in 1992. Following that, the National Democratic Congress (NDC) and the New Patriotic Party (NPP), the two largest political parties in the nation, fought seven consecutive elections in which power was shifted back and forth. Ghana has worked hard to preserve and strengthen its constitutional mechanism for electing presidents and legislators through elections to remain the West African sub-star region's student of exemplary governance and democracy. As a result of the foregoing, Ghana is one of the few Troops Contributing Countries (TCCs) whose constant dedication and participation in UN peacekeeping operations has garnered great recognition in Africa and around the world. The nation dispatched its first troops to the Democratic Republic of the Congo in 1960 for the UN's first significant peacekeeping operation. (Atintande, 2012). Ghana was the largest single troop contributor to the United Nations-sponsored peacekeeping and peacebuilding operation in DR Congo during this mission (Atintande, 2012). It was the only

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African nation to send troops to the United Nations Interim Force in Lebanon (UNIFIL), which has been operating in the Middle East for more than 20 years. Ghana has equally made some effort in empowering women by developing Mainstreaming Gender Equality and Women's Empowerment into Ghana's Development Efforts is the 2015 national gender policy theme. The Ghana Armed Forces have taken part in the majority of United Nations (UN) peacekeeping and peacebuilding operations in Africa, and at times have sent personnel to numerous missions on the continent of Africa as well as other continents across the world. These Ghanaian peacekeeping forces, primarily the Ghana Armed Forces and the Ghana Police Service, have participated in international security and, among other things, furthered Ghana's national and foreign policy objectives. It is, however, critical that a considerable number of women contribute to peacebuilding processes to promote global peace and security and to ensure sustainable development, which is the UN's primary purpose. This is because women, who make up more than half of the world's population, are considered to be effective in gathering information and resolving conflicts. As a result, more women must be represented in peacebuilding processes to champion the cause of alleviating the plights of women during conflict situations. Even though at the international level, UN has passed various policies to help empower women and close the gender disparity gap, the challenge persists. The two security services under study have equally made effort by increasing the enrolment of women into the various security sectors, however, there is no evidence of documented policies to protect the right of women and empower them in the service. More so, few studies on the effects of women empowerment on United Nations peacebuilding with

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specific reference to the Ghana Armed Forces (GAF) and the Ghana Police Service (GPS) exist as part of Ghana's commitment to UN peacebuilding operations, towards attaining international peace and security and to maintaining sustainable development. Beyond these efforts some remaining questions are left unanswered which include; Are there adequate policies in the GAF ad GPS that protect the right of uniform women? Are women given equal opportunities in the various services? What is the state of women empowerment in the GAF and GPS services? What is the effect of women involvement in the conflict resolution mechanism? The dearth of scholarly exploration on the topic, therefore, necessitates this study to examine the impact of women empowerment on the United Nations peacebuilding with specific reference to the Ghana Armed Forces and the Ghana Police Service.

Problem Statement

The Ghana Armed Forces and Ghana Police Service have been contributing personnel both men and women for UN peacekeeping missions for over five decades, but there is limited research on how women are empowered to perform UN peacebuilding duties. The research aims to address this gap by focusing on seven key themes: Women Empowerment: components, determinants, sources, challenges, policies affecting empowerment, measurement, and actors and players in empowerment. This will contribute valuable knowledge towards an improved system of women empowerment and enhanced UN peacebuilding.

UN peacebuilding involves various organizations such as the European Peacebuilding Liaison Office, International Alert, Africa Centre for Peacebuilding (AFCOPB), West Africa Network for Peacebuilding (WANEP),

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and the UN Peacebuilding Commission. These organizations play significant roles as political actors and stakeholders in the peace process, addressing global and local peace needs. GAF and GPS participation in UN peacebuilding is also crucial (Runyan & Peterson, 2014). However, despite the global population ratio of women to men being approximately 1:1, these organizations have seen limited representation of women in prominent positions. Furthermore, this underrepresentation extends to global governance institutions and systems dedicated to international security.

In December 2022, the United Nations' Gender Statistics revealed a concerning gender disparity within peacekeeping operations. Of the 72,940 troops deployed annually for peacekeeping missions, women constituted only 4.48%, totalling just 3,268 troops. While there were some marginal improvements by the end of 2022, with women comprising 9% of military contingents and 19% of military experts, military observers, and staff officers, a significant gender gap still persists when comparing the numbers of women to men peacekeepers (UN Women, 2020).

At the local level, Ghana, through the Ghana Armed Forces (GAF), annually deploys approximately 2,310 personnel to contribute to UN peacekeeping operations. Alarmingly, women make up only 14.19% of the deployed personnel, revealing a substantial underrepresentation of women in these vital missions. Similarly, the Ghana Police Service contributes fewer than 50 females to UN Peacebuilding missions. This underrepresentation mirrors a broader issue in Ghana's development processes, where women's capacities are not being fully leveraged. The 2019 Global Peace Index further underscores the limited inclusion of women in peace processes, revealing that only 16.0% of

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peace treaties developed over the past two decades have made reference to women (Pierson, 2019).

The UNSCR 1325 (2000), 1820 (2008), 1888, 1889 (2009), and 2242 (2015), underscore how crucial it is for women to participate in peacekeeping operations. UNSCR 2242 (2015) specifically calls for an increase in the number of uniformed female personnel by 2020. However, these policies have not produced the desired results due to persistent barriers hindering the empowerment of women in United Nations Peacebuilding efforts. Willett (2010) identifies gender inequality, gender discrimination, and gender stereotypes as the primary obstacles to empowering women for peacebuilding activities. These challenges are further corroborated by the Elsie Initiative 2019 Survey Report, which attributes the gender imbalance in UN missions to policies and procedures of Member States, as well as internal difficulties under the control of the UN Secretariat.

Recognizing that women are integral to sustainable development, the United Nations emphasizes that achieving sustainable development is closely linked to achieving gender equality (UN, 2015). Early research and development efforts primarily focused on women's roles within the home and aimed to bring women into the development sphere through programs addressing women-specific issues. However, the persisting gender gap in peacekeeping operations and peacebuilding highlights the urgent need for enhanced efforts to empower women in these critical endeavours.

Gender inequality and women's empowerment challenges are prevalent in Africa, with Ghana facing difficulties in achieving Sustainable Development Goal 5 by 2030. According to UN Women's 2019 SDG assessment, Ghana is

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among Sub-Saharan African nations struggling with gender equality, particularly in public sector and leadership positions. Despite active contributions from political, religious, military, and police leaders, women's involvement remains disproportionately low, particularly in the military and police. It is crucial to do a study on the impact of women's empowerment on United Nations Peacebuilding given that GAF and GPS provide a sizable proportion of security personnel for UN Peacekeeping missions. There are few research on the topic, despite the fact that there are many studies on women's empowerment as a way to lessen gender inequality and discrimination against women. As a result, using the GAF and GPS as case studies, this study investigates the effect of women empowerment on United Nations Peacebuilding.

Objectives of the Study

General Objective

The general objective of the study is to analyse the effect of women empowerment on United Nations Peacebuilding in the Ghana Armed Forces and Ghana Police Service to produce knowledge resources to improve women empowerment system for enhanced United Nations Peacebuilding.

Specific Objectives

The specific objectives of the study are:

1. To describe the state of Women Empowerment and United Nations Peacebuilding.

2. To assess the determinants of women empowerment.

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3. To examine the effects of women empowerment on United Nations Peacebuilding.

4. To evaluate the challenges of women empowerment in United Nations Peacebuilding.

5. To synthesize an improved women empowerment system for enhanced United Nations Peacebuilding.

Research Questions

The specific research questions are:

1. What is the state of women empowerment and the United Nations Peacebuilding?

2. What are the determinants of women empowerment?

3. What are the effects of women empowerment on United Nations Peacebuilding?

4. What are the challenges of women empowerment in United Nations Peacebuilding?

5. What improve women empowerment system will result in enhanced United Nations Peacebuilding?

Scope of the Study

Women Empowerment, United Nations Peacebuilding, Evidence from the Ghana Armed Forces, and Ghana Police Service are the topics of the study. As a result, the study's focus was limited to women empowerment and United Nations peacebuilding.

Geographically, this study was conducted in the Greater Accra Region. The choice of the Greater Accra Region is twofold. First, the region is the capital of the country with historical background in the decentralization process

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(Ahwoi, 2010). It has Metropolitan and District Assemblies located in different geographical areas performing the same decentralization mandates as any other region. The region is known for the high concentration of educational institutions and head offices of major businesses and organizations. More so, the offices for GAF and GPS tasked with peacekeeping training and gender concerns are located in the capital city. Both security institutions have their headquarters in Accra. As such, research that will lead to the development of the region is of utmost importance.

Institutionally, the study was conducted in the Greater Accra Metropolitan Assembly (GAMA). The reason is that this district exhibits various socio-economic characteristics. However, to gain a deeper understanding of the topic, a pilot study was carried out on Ghana Armed Forces personnel and Ghana Police Service personnel who have served on a peacekeeping mission to verify the consistency of the questions asked. The scope of the study included: conducting detailed qualitative and quantitative research on women empowerment, at the United Nations. Identifying suitable publications (e.g., articles, journals, books, and other related documents). Conducting desktop research of other related research already conducted by other institutions. Assessing the effects of women empowerment on the performance of the United Nations peacebuilding.

Finally, the study covered male and female security agents. A study at all levels helped unravel issues concerning women empowerment in UN peacebuilding. The findings from this study would apply to other security agencies who also participate in the UN peacebuilding mission.

Limitations of the Study

The United Nations Peacebuilding is multidimensional that comprises three major components: military, police, and civilians. Hence, ideally, the study should include the three major component of United Nations Peacebuilding. However, due to time, financial, and other logistical restrictions, it was not possible to cover all three components to provide a more comprehensive picture of what is going on in the UN peace-building context, with a focus on women empowerment. Nonetheless, the UN heavily depend on the military and police component to execute most of its peacebuilding mandates. Hence, the findings apply to the other component of the UN. Additionally, the three components share similar problems and challenges related to women empowerment and UN peacebuilding.

Despite the limitations listed above, the researcher reviewed literature, including chronological steps to collect, know, understand, apply, analyse, process, and evaluate quality literature, as well as the methodological approach, which included data collection methods, to provide a solid foundation for the topic under study.

Moreover, given the restrictions, an effort was made to carry out the essential research ethics to ensure the accuracy, validity, and reliability of the findings on the phenomena explored in situ, while recommendations for further research in related themes were given in the concluding chapter. There was also a discussion of sampling and response errors, as well as how research assistants were assembled and taught to fix them. Planning and carrying out the study, selecting the best appropriate scales, and analysing and interpreting the

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statistical techniques utilized all caused difficulties for the researcher, but they all served to enrich the study.

Significance of the Study

Undoubtedly, women are the key to long-term development of the key players in family well-being, UN peacebuilding (UNPB), and women's empowerment. Most security organizations acknowledge the links between peacebuilding and gender issues and place a high value on women empowerment as a means of changing the perception that females are only useful in the kitchen (Chaudhary, Chani, & Pervaiz, 2012; Thapa & Gaiha, 2011). Growing data suggests that investing in the empowerment of women improves broader development outcomes like health, education, the decrease of poverty, and enhanced security. This study is valuable because it adopts a thorough methodology and discovers that the dominant aspect of women's empowerment is pertinent to UN peacekeeping in Ghanaian security institutions. By knowing how women can be empowered through education or better security decisions to end the stigma against women, policymakers can have a better sense of direction.

The findings of the study will provide significant outcomes to policymakers in helping empower women in their contribution to United Nations peacebuilding activities. The findings of the study provided a solid document that would be used as a source of information on women empowerment, United Nations peacebuilding and women, and peace and security for various actors working in a typical United Nations environment.

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Organisation of the Study

The research work was organized into eight chapters. Chapter one introduces the field of the study, the statement of the problem, and lays down the objectives, and research questions. Other aspects of the chapter are the relevance of the study, definition of terms, limitations, and delimitation to the study.

Chapter two reflects on the analysis of existing literature applicable to the research. The analysis includes theoretical, major concepts and themes for both the dependents and the independent variables relevant to the topic under study. It is sub-arranged into patterns centred on the key element of concern to be examined and the gaps identified in the literature reviews. A conceptual framework involving the dependents and independent variables was developed.

The basic methodology of the analysis is set out in Chapter three. It specifies the components, including test architecture, population, study venue, sample size and sampling procedure, testing techniques, validity and reliability, data collection and analysis methods, and some other methodological approaches that were used to carry out the survey.

The fourth chapter present data analysis for women empowerment and UN peacebuilding. The Fifth chapter present data analysis on the determinants of women empowerment followed by discussions. The Sixth chapter present report on the effects of women empowerment on UN peacebuilding followed by discussions.

Chapter seven presents the data and analysis of the challenges of women empowerment in United Nations Peacebuilding.

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Chapter eight presents' data and analysis of improved women empowerment systems for enhanced United Nations peacebuilding. Chapter nine closes the synopsis and finishes the investigation discoveries. It proffered approaches, systems, and social intercession that can be utilized to enhance United Nations peacebuilding and encourage other security agencies and other organizations to involve women in higher positions.

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CHAPTER TWO

CONCEPTUAL AND THEORETICAL ISSUES

Introduction

This chapter reviewed relevant literature on the major concepts and related theories to the research topic. The research developed the conceptual framework establishing the relationship between the dependent and the independent variables. The chapter further deliberates on the concepts and themes of women empowerment; discusses the component of women empowerment, determinants; sources; challenges; policies; measurement; actors and players of women empowerment as well as the role of the Government of Ghana in empowering women. Themes under Peacebuilding comprising: component; indices; types; Ghana Armed Forces and Ghana Police participation in United Nations Peacebuilding; Challenges; policies; measurement; Actors and players of United Nations Peacebuilding and the implications of women empowerment on the UNPB mission, as well as the effects of women empowerment on the UNPB, are all defined. The study proposes seven theories to underpin this investigation: the theory of empowerment, the theory of cooperation, social modernization and gender equality, and the feminism theory. Finally, the chapter presents a conceptual framework that is drawn from the synthesis of the understanding gleaned from the reviewed literature. In addition, for this study, the terms Ghana Armed Forces (GAF) and Ghana Police Services (GPS) are used interchangeably with the term's military and police. As a result, the reading of this study should be interpreted in this light.

Review of Related Theories

This section of the chapter provides the theory underpinning the research work. According to Pieterse et al. (2013), women empowerment theories are influenced by feminist and developmental theories. A theoretical framework comprises interconnected concepts and definitions that aim to explain relationships between variables of inquiry to explain or anticipate circumstances or events. The researcher's theoretical framework indicates a comprehension of ideas and concepts important to the subject under consideration and is largely related to the larger fields of knowledge reviewed.

The theory that underpins this study aims to explain the relationship between diverse conceptions of women empowerment and UN peacebuilding. It demonstrates how their cooperation may lead to effectively carrying out the UN peacebuilding mandate.

Women Empowerment Theory

According to the philosophy of empowerment, Zimmerman's (2000) stipulates that empowerment is the belief that one can effectively manage the economic, social, and political spheres of one's life.. According to this argument, empowerment is viewed as a multifaceted construct that occurs at the individual, family, organizational, and community levels. Women empowerment theory is intended to help people comprehend women's socioeconomic and political levels in the economy (Turner & Maschi, 2015). This theory arose from the global feminist movement to critique women oppression and men's dominant role in society (Shah, 2011). In this way, the empowerment theory affirms and expands upon Delgado-Gaitan's (1991) definition of empowerment as an intentional, continuing process focused on the

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local community that entails respect for one another, critical thought, compassion, and group engagement to help those who don't have equitable access to or control over valuable resources. However, according to Zimmerman (2000), the empowerment theory takes into account both processes and their effects, implying that institutions, acts, or behaviors that promote empowerment may exist and that the outcomes of these processes indicate the level of empowerment.. As a result, based on Zimmerman's (2000) exposition in conjunction with the components of empowerment discussed earlier, it could be argued that the theory focuses on how an individual, family, organization, and community can be politically, economically, and socially or culturally freed from threats that may threaten their survival.

The empowerment theory is proposed as a foundation for this study because it considers the multifaceted elements of empowerment required to liberate a person from crises that endanger his or her survival and growth. The theory acknowledges that for the process of empowerment to be effective, it should concomitantly focus on psychological, political, economic, and socio-cultural aspects or elements and should be a phenomenon that implores the involvement of the various levels of society: i.e., individual, family, organization, and the community. Adapting the theory to the study context: women empowerment, United Nations peacebuilding, using the Ghana Armed Force and Ghana Police Service as examples, the empowerment theory proposes that female members of the GAF and GPS should be empowered to effectively participate in the process of peacebuilding as adopted by the UN and achieve sustainable development. The various dimensions along which women empowerment should demonstrate are psychological, political, economic, and

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socio-cultural, while activities should be urged by the individual (i.e., the female soldier in question), by the individual's family; both biological family and the GAF and GPS as a family, the GAF as military peacebuilding actor, the GPS as police peacebuilding actor, and the community (this implies Ghana as a TTC, PCC and the UN Peacekeeping Mission). The study used this theory to assess how women within the Ghana Armed Forces and Police Services perceive their own empowerment within these dimensions

Social Modernisation and Gender Equality Theory

According to Modernisation Theory, women enslavement in developing countries is due to internal cultural factors. Gender is supposedly used as a criterion for social standing in certain traditional cultures, particularly those whose religious views provide the basis for the developing world's values, conventions, institutions, and rituals. As a consequence, women in developing countries have less social prestige since men exercise patriarchal control and dominance over a variety of traditionally female occupations.

Emancipatory worldviews, exemplified by self-expression ideals that emphasise human choice and autonomy, including women's choice and autonomy, have been the focus of recent scholarship (Inglehart & Welzel 2005; Welzel, 2003), which shifts the focus from economic progress to cultural processes of human development. Inspired by emancipatory trends, a growing number of individuals are calling for elites to be more accessible and inclusive. The advancement of emancipatory ideals has led to a rise in women's representation in politics and the legislature (Inglehart & Welzel, 2005; Welzel, 2003). Inglehart and Norris (2003) claim that attitudes towards gender equality

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are the only determinant of the number of women in legislatures. These findings are revised in subsequent research by Inglehart and Welzel (2005). Gender equality attitudes are not as predictive of female empowerment as the liberating implications of self-expression principles.

Strong emancipatory ideals and advanced economic growth are associated with greater progress toward gender equality. There has to be a strong correlation between economic growth indicators from the UNDP and women's empowerment indicators. The study expects these dependent variables to strongly correlate with cultural modernity indicators. With the use of this theory, it is possible to determine how much modernization and shifting social mores have an impact on gender roles and equality within these organizations. This means that the study made use of it to examine how conventional roles have changed in relation to peacebuilding.

Feminism Theory

According to Freire (1973), conscientization spurred feminists and social activists concerned with social equality to question traditional development programs and policies that failed to address underlying structural causes perpetuating the oppression and exploitation of impoverished women. More specifically, we may appreciate and evaluate empowerment-related policies and activities and investigate the usage of processes that may establish, promote, or enable empowerment among various groups. To begin, we can look at how empowerment is described in various human development texts and perspectives. The empowerment perspective on development, according to Moser (1989), developed from emerging feminist writings and Third World women's experience with grassroots organizations. One has the freedom to

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make significant decisions in life and influence the course of history when they have control over key material and immaterial resources (Kabeer, 2001). According to this definition, power refers to a person's decision-making ability (Kabeer, 2001). Thus, power is a procedure through which a person who has been deprived of the ability (and power) to make decisions regains that ability (and authority) (Kabeer, 2001).

According to feminist thought, empowerment is predicated on individual and societal transformation (Kabeer, 2001; Shah, 2011). While most feminists believe that empowerment involves both individual and societal progress, feminist has struggled to define empowerment in an analytically relevant way. Many feminists attribute the concept's usefulness to its "fuzziness." An NGO activist Batliwala (1993) in his report stated that *"I appreciate the term of empowerment since no one has defined it properly yet."*

However, even though scholarship on human development is replete with countless terms and definitions, and even though these terms and definitions may be ambiguous, it is a useful exercise to investigate these multiple meanings given to "empowerment" to conclude how meaning may change. Authors who use terms like "women empowerment," "gender equity," or "female autonomy" may not be referring to similar concepts. More specifically, the study can comprehend and assess empowerment-related policies and activities and assess the usefulness of processes that may construct, encourage, or enable empowerment among distinct populations. The study might draw from feminist theories to analyse the challenges and opportunities for women in these organizations.

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Humanistic Theory

Humanism is a worldview that places a premium on the autonomy of the person above any external authority, whether it is gods, religion, or superstition. Human care in social connections is seen as a fundamental component of mankind. If a deficiency is identified after each of these requirements has been met, the individual will act to correct the deficiency.

A person in poor health and financial straits may belong to a group, have a significant other, and have strong relationships with their extended support system. As a result, the person's expectations for safety are not fully met, but his or her desires for interpersonal connection are. It is also possible to have one's fundamental necessities met and yet be in danger of losing shelter and safety. Until the danger has passed, the need for survival may override the need for social acceptance and approval.

The original five stages of Maslow's hierarchy of needs are:

1. Physiological needs: they are the basic needs, thus oxygen, food, water, and bodily comforts;

2. Safety needs: Freedom from war, financial security, and health are all examples of safety needs;

3. Community and Belonging: affiliate with others, be accepted by family, society, and romantic partners;

4. Self-esteem: Self-actualization is highly dependent on self-esteem. This need is heavily influenced by one's ability to feel confident and accepted by others; and

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5. Self-actualization: Self-actualization, or "the realisation of one's true potential," may be achieved in different ways for different people. When a female police officer accomplishes her mission, she may feel fulfilled.

Later on, Maslow expanded his hierarchy of needs to include cognitive and aesthetic desires, which he identified as the requirements of scholars and artists. The famous twentieth-century psychologist and founder of logotherapy, Viktor Frankl, added a ninth level to Maslow's hierarchy (self-transcendence) to make a total of eight. At this stage, one is able to have spiritual experiences and connect with the universe as a whole.
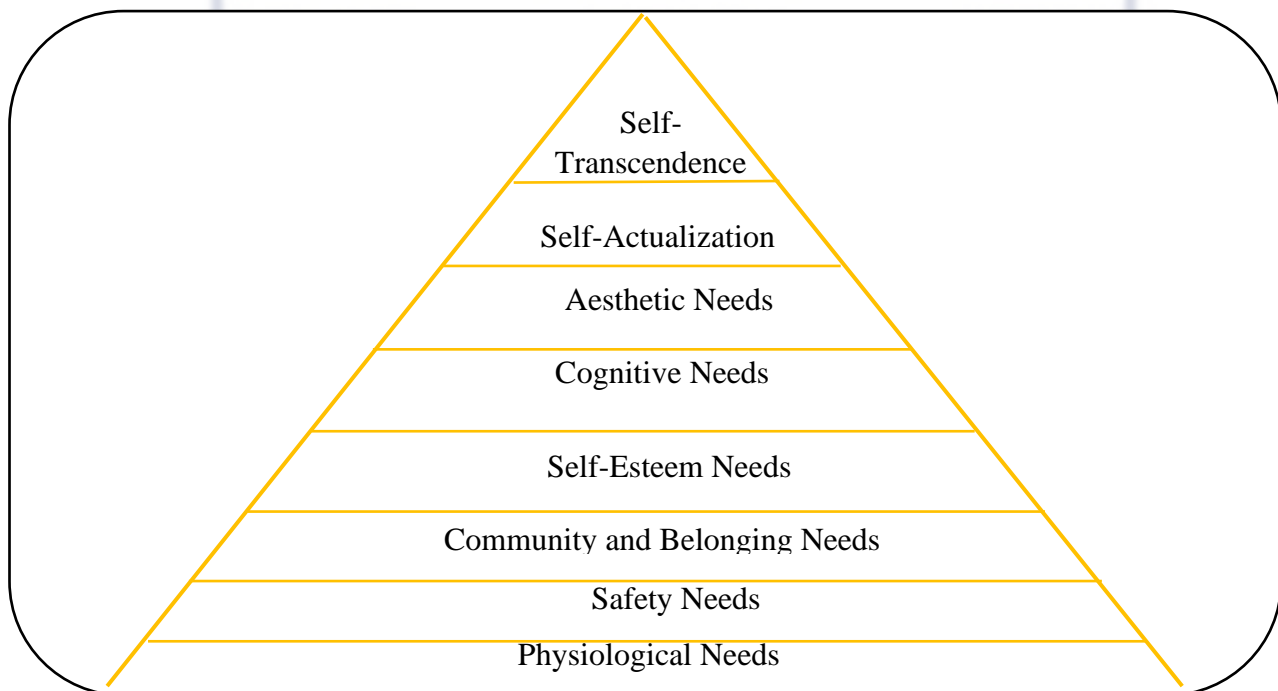
Figure 1: Maslow's Hierarchy of Needs

It is clear through observation (empirical) that individuals desire to belong and be accepted, to love and be loved, from infancy to old life. It may be argued that the strongest driver of growth at any stage is the need to be loved. This impulse increases in strength as one develops or grows. It makes sure that one has fewer enemies, which makes one feel at ease and certain that he is on the right course. As a consequence, there should be an increasing yearning for

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affection and belonging. The need for self-actualization and self-transcendence underlies the need for love. One's concern for others and desire to help them realise their full potential and attain self-actualization are motivated by love.

With the preceding argument, one may conclude that when women feel loved, they are more committed to obtaining empowerment, which leads to growth. Passionate female officers can reach self-actualization and self-transcendence, allowing them to participate in deployment missions as needed.

Table 1: Alderfer's Hierarchy of Motivational Needs

Level of Need	Definition	Properties
Growth	Motivate a person to have a positive or creative impact on himself and his surroundings.	Satisfied by applying talents to issues; fosters a stronger sense of completeness and fullness as a human being
Relatedness	Involve relationships with significant others	Acceptance, confirmation, comprehension, and influence are aspects that satisfy through jointly exchanging thoughts and feelings.
Existence	Includes all the various forms of material and psychological desire	When divided among people one person's gain is another's loss if resources are limited.

Perhaps not everyone adhered to his well-crafted social order. Among the many possible personality traits linked to autonomy-seeking behaviour is the distinction between introversion and extroversion.

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Table 2: Reorganization of Alderfer's and Maslow's Hierarchy

Level	Extroversion	Introversion
Growth	Self-Transcendence	Self-Actualization
Relatedness	Self-Esteem	Community and Love
Existence	Connectedness and Security	Physiological and Biological

There is currently a lack of consensus about the classification and ranking of fundamental human needs.

Although there is research that relates Humanistic theory with human resources, the relationship between Humanistic theory and empowerment is clear. The research by Wilson and Madsen (2008), for example, never mentions employee empowerment, although the majority of the behaviours and elements mentioned in connection with Humanistic theory are either techniques or components of empowerment that represent the three categories outlined by Fock et al (2012). Employee engagement is one of the discretionary techniques of empowerment, as stated by Wilson and Madsen (2008). For example, Arnaud and Wasieleski (2013) propose a humanistic approach that involves empowerment and shows traces of the humanistic theory's impact. That being said, this humanistic theory explores the human right aspect of women empowerment and their role in peacebuilding. It equally emphasizes the relevance of individual well-being and dignity for women serving in these roles.

Socio-Economic Development Theory

The "economic miracle" occurrence is explained by socioeconomic development theory as a result of mutually conditioned changes in culture, institutions, technical advancement, and well-being in the context of the

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interplay of rivalry, power, and collaborative mechanisms. Max Weber established this socio-economic development theory to urge communities to expand their knowledge, competence, and decision-making abilities. Weber has utilized the Community Involvement in Health concept to increase community involvement in various African villages. Weber believed that empowerment was an effective strategy to foster involvement. According to the author, empowerment has several definitions and can be contentious depending on the circumstances. The author, as a sociologist, despite his academic career including several well-known chairs of economics, defined empowerment as when the economist professional shares control with the community to make members effective managers of their own money. This theory best applies to assessing how women empowerment contributes to broader socioeconomic development in Ghana. The goal of this study is to determine whether having more powerful women in the security forces benefits both economic growth and peacebuilding efforts.

Gender-Egalitarian Theory

Significant injustice, discrimination, and exclusion based on gender remain (World Economic Forum, 2015), notwithstanding worldwide progress toward gender equality. In order to achieve gender parity, public support for gender equality may be essential because it increases women's opportunities, political engagement, and labour market outcomes and promotes a more equitable distribution of work and family responsibilities among spouses (Corrigall and Konrad 2007; Fortin 2005). According to Davis and Greenstein (2009), gender egalitarianism can be defined as "a worldview that promotes gender equality and rejects the idea that men and women are biologically suited

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to different roles" (i.e., women are better suited to caretaking and homemaking, while men's natural role is that of the breadwinner). It has been the dominating trend in moral philosophy (moral egalitarianism) and social and political philosophies since the late 20th century.

Gender equality has gained theoretical backing as a result of rising levels of education, declining religiosity, rising female employment, falling female fertility, and the women's movement (Pampel, 2011; Shorrocks, 2016). Inglehart and Norris (2003) argue that these shifts have affected the mainstream societal discourse, exposing all people, but especially those in late adolescence and early adulthood (the so-called "impressionable years"; Sears, 1983). Rather, previous studies have compared support for gender equality at different points in time and across different birth cohorts (so-called period and cohort effects) to explain the upward trend (Cotter et al., 2011; Kraaykamp, 2012; Thijs et al., 2017). This theory emphasizes gender equality by challenging traditional gender norms and roles and this has projected the theory to gain enough theoretical support. The theory examines how these organizations are hindering or promoting gender-egalitarian values and practices.

Theory of Cooperation

Any adaptation that has evolved to support, at least in part, the reproductive success of the actor's social partners is referred to as cooperation. According to the inclusive fitness theory, collaboration may be encouraged through natural selection as a result of both direct fitness benefits (mutually advantageous cooperation) and indirect fitness advantages (altruistic cooperation). Direct fitness benefits may derive from enforcement mechanisms that are in place and may be fixed or conditional depending on the person's

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cooperative behavior. They may also occur naturally as a result of cooperation. Due to kin discrimination, limited dispersion, or green beard mechanisms, cooperation between genetically related people may lead to indirect fitness advantages. Natural selection, sometimes referred to as "survival of the fittest," is what drives adaptation. Darwin (1859; Price, 1970) and others have argued that natural selection favors individuals that outperform the rest of the population in terms of reproductive success, generating the appearance that nature is red in tooth and claw,' inhabited by Machiavellian beings who are only concerned with their own success. This theory could be used to analyse the extent to which gender-inclusive policies and practices within the Armed Forces and Police Service contribute to effective cooperation in peacebuilding efforts.

Many of these theories converge around the central theme of women empowerment and gender equality within the Ghana Armed Forces and Police Service. They share the goal of understanding and promoting gender equity. These theories equally diverge in emphasizing the perspective offered by each theory. For instance, feminism theory may emphasize the economic benefits of women's empowerment. This study benefits from integrating these divers' perspective to provide a holistic understanding of the topic. Additionally, the theory will help in establishing the relationship between women empowerment as the independent variable and United Nations peacebuilding as the independent variable.

Review of Major Concepts

Women Empowerment

In general, empowerment involves a set of dependent or independent factors that describe an individual's or group's basic component and attitudinal behaviour. Individuals' technical skills and abilities, as well as the psychological patterns of individuals and societies at work, remained constant (Smallwood, 2020).

According to Smallwood (2020), individuals continue to function at their peak levels while specific crucial components of the work environment are present. When power is built and strengthened through collaboration, sharing, and teamwork, empowerment emerges. One of the most concise definitions of empowerment she has come across is found in Fisher's excellent book, "Leading Self-Directed Work Teams," according to Smallwood (2020). Employee empowerment has four essential components, according to Fisher. Employees must be provided with all of the following crucial enabling components for them to be effective, which include:

i.   *Authority:* Per Fisher (1993), workers should have the freedom to handle issues on their own. They need continual permission to make procedures and services better within certain parameters without further guidance or approval from their superiors.

ii.   *Resources*: A second essential part of empowerment is resources; that is, employees must be equipped with the means to carry out the authority that has been entrusted to them. This could involve elements like staff, equipment, budgetary funds, time, and training (Fisher, 1993).

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iii.   *Information*: Employees desire reliable and timely information to create sound judgements, says Fisher (1993). For instance, customer feedback systems must be operable and deliver timely data regarding consumers' impressions in order to develop team objectives for improving customer service. Additionally, personnel must be given access to this information so they may decide on development goals that will be regarded as offering the greatest "bang for the buck" by customers.

iv.   *Accountability*: As teams grow, personal accountability for one's job has become a topic of more importance. Employee advancement is not encouraged, and the organization suffers as a result of failing to keep employees accountable (Fisher, 1993).

Women make up nearly half of the total population, yet they suffer significant drawbacks as contrasted to men in terms of literacy rates, labour inclusion rates, and incomes (Bayeh, 2016). Women social, economic, and political empowerment is vital since it is the only robust approach to empowering them. Empowerment is a term that includes things like self-affirmations, self-esteem and confidence, the capacity to defend oneself as one gains sociopolitical participation and financial independence, ownership of useful goods, and female leadership. activities and initiatives that work to increase people's and communities' autonomy and self-determination so they may act (again) on their authority and communicate their issues in a reasoned and self-determined way. (Afsana, 2017).

Empowerment refers to both the approach of self and professional assistance that helps people to overcome their perception of helplessness and

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lack of control to discover and ultimately utilize their resources and opportunities (Tveiten, 2021). Women's empowerment is a comprehensive process that enables individuals or groups of women to recognize their true selves and exert complete control over all spheres of life. (Afsana, 2017). It requires greater access to information and resources, enhanced decision-making freedom to give people more influence over how they organize their lives or how situations affect them, and freedom from the shocks caused by habit, belief, and practice. Growth with justice generally aims to produce elements that support the advancement and empowerment of various segments of a nation's population, especially women. Women's organizations that strive to become more independent are the source of empowerment. (Bayeh, 2016). They are free to choose their own life choices. They also want authority and access to wealth.

To acquire a complete grasp of the issue, among the multiple worldwide crises for women empowerment, the notion must be defined. Women empowerment is thus described in development economics as the process by which women acquire the ability to make strategic life choices in circumstances where this ability was previously denied to them (Kabeer, 1999). Kabeer (1999) asserts that the ability to exercise individual choice is contingent on three interconnected factors: resources, agency, and accomplishments, Kabeer (1999) assertions agree with the four key essential components of empowerment stated by Fisher (1999). "Resources" refer to financial, personal, and societal expectations and allocations. Agency is defined as the ability or sense of being able to set goals, act on them, and decide on one's life outcomes. Women achievements range from better well-being to fair political participation. In other words, the fundamental idea is that women empowerment is the act of

owning and employing resources in a manner to achieve certain goals (Swain & Wallentin, 2009; Khan & Khan, 2016).

Empowerment, according to psychological research, is a process that enables people to take action and affect change in their own lives, communities, and society (Maton, 2008; Cattaneo & Chapman, 2010). These concepts emphasize women empowerment as well as the ability to make personal choices (Budgeon, 2015; Kurtis et al., 2016). Prior research, however, has shown that the act of selecting does not always result in progressive outcomes for women, because women individual choices are historically and structurally defined (Budgeon, 2015). Indeed, the emphasis on women liberty and advancement is based on Western Educated Industrialized Rich Democratic (Henrich et al., 2010) reality, which may reduce women experiences in other cultures (Carby, 1997; Kurtiş & Adams, 2015). Instead of rejecting or disregarding the experiences of women in low-income countries, decolonial feminist psychology emphasizes the need of being culturally sensitive and learn from them (Kurtiş & Adams, 2015; Kurtis et al., 2016). Previous research by Dutt et al. (2016) emphasizes women empowerment through collective rather than individual business owners, therefore complying with important cultural norms emphasizing communal rather than individual progress (Kurtiş et al., 2015). The collective is also a part of the concept of female empowerment. According to Stromquist (2015), empowerment is a broad concept that includes anything from women's comprehension of the roots of their repression to working together as a group to achieve societal change. The work is based on the premise that joining small groups with similar goals is the first step in empowering

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women. As a result, individual and collective action is critical in furthering women empowerment (Stromquist, 2015).

According to Babbitt (2009), women empowerment is the pursuit of freedom from threats to women as well as the training and allowing women to make life-determining decisions in the face of many societal difficulties. Women's empowerment became vital since history shows that women are the ones who suffer the most from any sort of deprivation. According to Mandal (2013), women have been victims of ill-treatment, hunger, poverty, rape, assault, molestation, and abuse. According to Michalos (2014), women empowerment is the process of enhancing women access and influence over strategic life decisions that affect them, as well as access to opportunities that allow them to fully harness their capacities. According to Michalos (2014), this idea of women empowerment is based on the assumption that women differ from males in their social positions and that those differences result in asymmetric, unequal power relations between the genders. Their anguish knew no ethnic, racial, regional, or religious boundaries. In general, women endure the same fate as males; the severity only varies according to state, society, and location. Appraisal of literature discloses that even in the twenty-first century, women are beaten, labelled as witches, stoned for engaging in immoral sexual practices, and so on. According to Mandal (2013), women in the Indian subcontinent are slaughtered in the name of honour and for petty reasons, tortured, and raped, while the main culprits are allowed to roam (Chesney-Lind & Pasko, 2012; Roper, 2013; Stringer, 2015). In Africa, notably in Ghana, several instances of rape, female genital mutilation, and forced marriage have been documented. (Wadesango, Rembe, and Chabaya, 2011; Cloward, 2016).

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All definitions, however, underline that women empowerment is a difficult concept with many components and that empowerment is a process that begins with being un-empowered and ends with empowerment. Taking these viewpoints into account, we contend that empowerment is a complex process that includes both individual and communal knowledge, attitudes, and behaviour that are rooted in the social structure of diverse cultural settings.

Global female empowerment is a fresh idea, claims Mandal (2013). The topic of women's empowerment has gained attention among academic scholars as well as on national and international platforms since the latter half of the 20th century. However, until the announcement of the 'Women Decade' in 1975, the notion was not fully established in the government's policies and initiatives. Even though the Indian government shortly after independence granted the right to vote to all people, regardless of caste, creed, sex, or color, it was generally in the form of papers, and most women remained mostly powerless until the final decade of the previous century. Given their poor socioeconomic status, educators, bureaucrats, and governments have begun to place a premium on empowering women. Because of India's feudal system, women development has been slow. This article discusses the difficulties and reality of the situation. It calls on the government, political decision-makers, non-governmental organizations (NGOs), and other players to work together to guarantee women overall development to make India a developed country.

Brain (2020) used multiple and logistic regression analyses on a total subsample of 6705 men who participated in 2018 in Zambia to investigate the "Exploration of Factors Influencing Males' Attitudes Toward Women Empowerment in Zambia." The majority of men who live in countries with

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extremely high levels of gender discrimination are from nations where it has been found that location, education, employment, marital status, and age are better predictors of men's attitudes about women's empowerment. The findings add to empowerment literature as well as non-profit organizations that advocate for women empowerment.

Onditi and Odera (2017) conducted similar research in Kenya and found that the MDGs were not built with qualitative indicators like human rights, equity, and capacity in mind. As part of the SDGs' localization efforts, understanding and implementing mechanisms for continuous assessment of human-centered indicators, such as quality of life, portends increased effectiveness of the SDGs in addressing gender-sensitive issues like social exclusion, inequality, and resource distribution, all of which have a significant impact on sustainable development and women's empowerment.

In order to investigate the impact of microfinance services on the economic and social empowerment of women, Addai (2017) conducted research in Ghana. According to Addai (2017), increased microfinance accessibility may be a useful tool to hasten the economic and social empowerment of women in Ghana. As such, microfinance managers are encouraged to perform expanded outreach activities, particularly among rural women.

The advancement of society has continued to depend critically on the empowerment of women. Shah et al. (2013) attempted to document some of the most noteworthy laws and programs that Pakistan has put into place to enhance women's rights since its independence, though. Additionally, this study attempts to assess social justice-based policies and initiatives in key spheres of women's

empowerment. In addition to conducting key informant interviews with politicians, human rights advocates, and bureaucrats, various published materials are analyzed on a desk.

In her research, Bayen (2016) examined the significance of gender equality and the empowerment of women for Ethiopia's long-term growth. The researcher used secondary sources and qualitative methodologies to acquire data in order to reach this goal. The study's conclusions, based on the data reviewed, showed that women's responsibilities in numerous aspects of sustainable development are underrepresented in the nation. The contribution of women to the labor force to the economic growth of the nation is minimal. The political sphere in the nation is, for the most part, exclusively for men. Women's positions in society are similarly constrained to making a meagre contribution to the social advancement of the nation.

Finally, in 366 Latin American cities spread over nine countries, Braverman-Bronstein et al. (2013) investigated the connections between urban measures of women's empowerment, gender inequality, and adolescent birth rates (ABR). Three Women Achievement ratings representing various facets of women's empowerment, a gender inequality index (GII), and three-level negative binomial models were the products of their research. The study's findings highlight the critical role cities play in lowering ABR by implementing initiatives that promote women socioeconomic advancements, such as education, employment, and healthcare access.

Determinants of Women Empowerment

The available literature primarily categorizes women empowerment determinants. This current study talked about access to education, decision-making, leadership roles, economic freedom, and access to health care.

Economic Freedom

Possession of resources had a positive effect on the holder's capacity to empower relationships, suggesting that having money saved up was a major determinant of the woman's ability to improve and balance the power connections in her family (Handapangoda, 2012). Beyond helping the family financially, having the freedom to spend her money whenever she pleases is a crucial component of a woman's empowerment. The common belief is that women's professional careers are pursued for financial gain, which may allow them the freedom to fulfill their shopping fantasies, including jewelry, clothing, vacations, and other purchases, as well as their family aspirations, including electronic appliances, furniture, and other purchases, and so on. There are three types of economic independence for women. One set of women enjoys the financial independence to spend their earnings as they see appropriate. Another issue is that some women do not have the freedom to select how they spend their money. Finally, some women prefer spending freedom even if they do not contribute monetarily to their families.

According to Vogler (1998), the spouse who earns higher pay is more likely to make the choice. Additionally, it has been observed that as ladies acquire financial resources through employment that provide a wage, the distribution of power between husbands and wives becomes more nuanced. Contrarily, this might only occur under unusual circumstances. Women can

enjoy economic freedom even if they do not make financial contributions to the household. For instance, Kabeer (2001) observed that women have a long history of keeping "Secret reserves" for themselves in rural areas, giving them a sense of economic autonomy. When it comes to how they choose to spend their money, women behave differently than males. Women's salary have historically been used to set aside money for future needs, but there are examples of contemporary women who spend all of their income on themselves with no savings or commitment to the family budget. Furthermore, female entrepreneurs prefer to spend a considerable portion of their revenues on the growth of their businesses (Vogler, 1998). With the preceding claim, women need to be economically empowered since they assist in the economic growth of the family, community, and nation.

Decision Making

This metric aims to provide a useful measure of women empowerment and involvement in decision-making at home. Things complement one another, thus, when women are empowered, they are encouraged to partake in decision-making and when they are involved in decision-making it empowers them. In countries where women are generally the primary breadwinners for their families, women see decision-making autonomy over family management as their most important entitlement. According to Handapangoda (2012), increased financial assistance to the household encourages women to be active participants in family decision-making and equitably balanced marital power dynamics. Women have an important part in family decision-making. In terms of resource equity, research suggests that gender equality has a generally beneficial association. Better living conditions enable women to gain greater

negotiating power, become more independent in personal and domestic decisions, and overcome marital opposition, therefore influencing the root reasons for gender imbalance (Horowitz, 2009; Baunach, 2001).

According to South Asian studies, Kabeer (2001) discovered that market transactions involving large assets, children's education, and marriage decisions occasionally appear to be more overtly male-oriented. Contrarily, choices involving the health of children and those involving the purchasing of food and other household necessities seem to fall under the purview of women. Because of her increased view and awareness of the current environment, family members believe that a working woman's perspective is more expansive than that of a non-working woman. There is conflicting research about women domestic freedom in nuclear and mixed homes. Women have equal rights to make household budget choices in most nuclear families, but this is limited in joint family systems, where women may not even be considered in critical decisions irrespective of their economic support to the family.

According to research on women empowerment, when women play a bigger part in decision-making. Giving lawful power or authority to women to execute duties is a type of empowerment. Empowered women will be able to participate in planning and decision-making as well as independently contribute to development programs and activities. Domestic decision-making empowers women, demonstrating their voice in the home and society. To achieve this in UN peacekeeping operations, security forces must prioritise deploying women so that they have their source of income and a voice in UN peacekeeping operations.

Education Freedom

With education, women may achieve more in their social, professional, financial, and family life. It is thought that the distribution of intrinsic talent is comparable for men and women. Education gender discrepancies result in fewer chances for women who are no less talented (than males). This may limit the economy's human capital productivity, resulting in slower economic growth. According to Sharma and Bansal (2017), reducing the involvement of male education in economic growth increases the involvement of female education. This issue is akin to a distorted education tax, which promotes the misallocation of educational resources and, as a result, has a detrimental influence on economic growth. This effect may directly impact economic growth by lowering the quality of human capital.

Furthermore, the investment rate may be reduced because the return on investment is smaller in a poorer country. Gender bias in education and employment appears to have a considerable negative influence on economic growth, resulting in greater fertility and infant mortality. Kabeer and Natali (2013) investigated the impact of gender disparities on education within the paradigm of empirical growth. Rather than attempting to explain GDP growth, they correlate GDP levels with educational gender disparities. In addition to the impact of female education levels on GDP per capita, a low female-male enrolment ratio is related to a lower level of GDP per capita (Kabeer & Natali, 2013).

The consequences account for a major amount of the growth disparities observed in the world's developing countries. In order to escape this low-level equilibrium of self-perpetuating gender discrepancies in education, gender

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variations in education have the potential to produce a poverty trap. Barro and Lee (2001) and Barro and Sala-i-Martin (1995) hypothesized that a significant gender gap in educational attainment might be a sign of economic sluggishness and backwardness. This positive externality is expected because female education is expected to increase the quantity and quality of education for their children (through the support and general environment educated moms can provide).

Access to Healthcare

Women who are educated have a better grasp of health, allowing them to focus on their children's health (World Bank Report, 2012). Regarding family health and nutrition, educated women have greater bargaining power than their husbands. According to Thomas (1990), unearned money had a 20-fold greater influence on child survival in homes where women worked than in other families. Gender roles have a significant influence on women health, which has an impact on both individual and national economic well-being. Given that women account for almost three-fourths of food production and housekeeping in low- and middle-income nations, a healthy and productive life for women is critical to the well-being of a nation. Women outlive males and have lower mortality rates, but this does not imply that women are healthier or have better access to healthcare resources.

According to data, women's empowerment significantly affects how often they use health services, which may have an effect on how well they experience fertility issues (Blanc, 2001). Several studies also indicate that women empowerment may enhance contraceptive use. Harvey et al., 2003; Pulerwitz et al., 2000; Wang & Chiiou, 2008; Wingood and DiClemente, 2000).

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The connection between women's empowerment and health, on the other hand, is complex and subtle. Designing successful health initiatives for a nation like Ghana requires an understanding of the intricacies of the relationships between women's empowerment and health. Unfortunately, little research has thoroughly investigated this link in the context of poor countries. Women empowerment promotes their health-seeking behaviour and should be recognized as a norm and an important component in the design of health-care systems.

In general, gathering water for daily usage at home is one of the most vital duties for women. For example, tobacco smoke and air particles from solid fuels used to heat and cook can create persistent health issues. As a result, women must be physically active and health-conscious before taking on all their obligations. As a result, gender parity in health does not always mean comparable mortality rates or equal access to resources for both sexes. Gender equality, on the other hand, should be defined as the elimination of preventable gender health inequities, as well as the equitable distribution of health resources based on gender-sensitive requirements.

Component of Women Empowerment

The available literature primarily categorizes women empowerment determinants. This current study talked about access to education, decision-making, leadership roles, economic freedom, and access to health care.

Women empowerment entails implementing numerous methods and measures to equip women with the tools they need to address various developmental plights women face. In this vein, different sorts of women

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empowerment exist. Women denied growth and security benefits in society are more subject to threats such as rape, torture, forced labour, and exploitation, among others. As a result, women empowerment can only be realized through collaborative efforts to address numerous developmental and security challenges for women (Newman, 2010). According to Meena (2018), social, cultural, and educational women empowerment refers to ways of depicting situational constraints, gender socialization, cultural values, and institutional impediments that worsen women plights, as well as the need to reorient women through education and re-socialization to effectively minimize or address some of the dire developmental plights and challenges of women. This protects and encourages some level of protection for women against unworthy lifestyles and activities that may be harmful to their health, security, and survival. Women empowerment could take several forms, including civic, political, economic, and educational. Seibert, Wang, and Courtright (2011) claim that the internal task of motivation, which exhibits self-control over one's work and active involvement in one's professional position, is the psychological characteristic of women's empowerment. This aspect of women empowerment was primarily concerned with empowering women by supporting them in finding meaning, self-determination, competence, and capacity building (Seibert et al., 2011). In order to combat the negative and inferior self- and mental images women have of themselves as a result of the discrimination and harsh treatment they experience, psychological women empowerment is crucial.

According to Calman (2019), political women empowerment entails demonstrating how women are limited or excluded from government political decision-making processes, positions, and offices, as well as the importance and

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strategies of preparing women for inclusion in government decision-making processes to promote development agendas, including addressing the plights of women. In their book Gender and Global Governance, Peterson and Runyan (2009) investigate the relationship between gendered inequities and global governance. They argue that the worldwide notion of power in politics is often masculine, centred on ideas, competitiveness, strength, coercion, and violence. The net effect for them is a lack of or limited representation for women at the apex of global governance structures, organizations, and systems, which determines how global developmental crises are addressed, particularly those that significantly impact women's interests. In this regard, Peterson and Runyan (2009) contend that world leaders, including UN and other international organization officials, are among the world's most powerful political players.

In comparison to men, however, only a few women have attained prominent roles in such multinational organizations and as world leaders. According to Duflo (2012), economic women empowerment is a way of displaying the impoverished state in which most women live, in terms of lack of access to employment, basic incomes, resources, and properties, and the need to integrate women to address deprivation from the aforementioned essential economic factors through the attainment of noticeable income levels or minimum requisite incomes. This would ensure women independence from want by providing them with the commodities and services they need to fulfil their material and non-material requirements. Civic women empowerment, according to Ciftci and Bernick (2015), entails methods of bringing attention to abuses and violence against women, as well as ways to disengage women from a range of national and international issues (such as elections and open forums

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on delicate national and international development issues pertaining to the welfare of women), as well as the requirement to equip women with the tools they need to defend themselves from physical violence, abuse, molestation, slavery, and servitude. This type of empowerment aims to ensure that individuals live in a society that respects and protects women essential human rights and freedoms

Sources of Women Empowerment

The UN has established several international and legal frameworks to ensure and promote various sorts of women empowerment. Among the most important UN frameworks for fostering women empowerment are the following;

- In 1948, the Universal Declaration of Human Rights was adopted. The right to be free from sex- or gender-based discrimination is guaranteed by the Universal Declaration of Human Rights, claims Leipziger (2017).

- The 1953 Women Political Rights Convention. This ensures that women have the freedom to exercise their right to vote, to run for office, to carry out public duties, and to equally represent their nation abroad (Brownlie & Goodwin-Gill, 2010).

- In 1976, parties to the International Covenant of Economic, Social, and Cultural Rights formally ratified the International Covenant on Economic, Social, and Political Rights. These UNDHR treaties, according to Chapman (2017), contain more detailed agreements on the rights to equality between men and women in public and political life.

- In 1979, the CEDAW, or Convention on the Elimination of All Forms of Discrimination Against Women, was ratified. By focusing on women,

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violence, and human rights, this inspires a worldwide fight for women's rights (Blanchfield, 2011; Radutu & Poleanschi, 2015).

- 1995 saw the release of the Beijing Declaration and the Beijing Platform for Action (BPFA). By concentrating largely on women's rights as human rights and creating workable policies for governments to execute to uphold and advance women's rights, this was aimed to create a framework of concepts that ensures equality between men and women (Purewal, 2015).

- Goal 3 of the Millennium Development Goals (MDG), set in 2000. The goal of this global agenda was to advance gender equality and provide women the capacity to address their most pressing developmental and security concerns (Easterly, 2009).

- • The United Nations Security Council passed Resolution 1325 on Women, Peace, and Security in 2000. In order to prevent, resolve, and manage conflict situations, the Resolution calls on all UN Member States to ensure and promote increased representation of women at all levels of decision-making, including national, sub-regional, continental, and international levels. (Pratt, 2013).

- • Resolution 58/142 of the 2003 General Assembly of the United Nations on Women and Political Participation. The significance of increasing women's participation in leadership and decision-making positions is emphasized. To that end, the Resolution further requests that nations, the UN, and other parties create a comprehensive package of guidelines designed to boost women's and political participation globally (Otto, 2010).

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- Resolution 66/130 from 2011 about women and political participation. The purpose of this Resolution was also to highlight the significance of female political participation in all endeavors around the globe (Krook, 2018).

- 2016's Goal 5 of the Sustainable Development Goals (SDGs). By 2030 and beyond, it seeks to achieve gender equality and the empowerment of all women and girls (Nilsson et al., 2016).

According to Palmieri (2014), the aforementioned international frameworks, conventions, and norms have enabled collective worldwide action to ensure and promote women empowerment. In a similar spirit, Henderson et al. (2015) assert that the aforementioned international frameworks have strengthened governments' proclivity to influence policy direction toward advancing women interests. Despite the aforementioned scholarly findings, which contribute considerably to this study, there is a lack of understanding regarding how the above international norms have influenced and changed the UN's efforts in terms of women engagement in peacebuilding processes.

Challenges of Women Empowerment

Mcloughlin (2013) proves that financial restrictions and structural impediments, with special reference to events in the Middle East, are key impediments to the achievement of global women empowerment goals. He claims that the degree of socioeconomic growth in most civilizations globally favours men over women. According to him, this has resulted in just a few women being represented in management and professional activities compared to males. Similarly, Roomi and Harrison (2010), drawing on their experiences

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in Pakistan, see cultural hurdles as an impediment to accomplishing the goals of global women empowerment. They emphasize that misunderstandings about women traditional primary duties as mothers and homemakers, as well as views about women in decision-making roles, continue to stymie women empowerment attempts in most nations, notably in the Middle East.

According to Roomi and Harrison (2010), to reach the global goals of women empowerment, cultures must be transformed into ones that recognize and promote collaborative efforts and encourage the rethinking of incentives and rewards for empowering women. The development of long-term joint enterprises or an increase in short-term, ad hoc exercises and training operations, as well as the promotion of other appropriate processes that empower women to effectively deal with security and development crises that they face, should also be implemented (Ciegis et al., 2009; Roomi & Harrison, 2010; Amankwah-Amoah & Sarpong, 2016, Kwatra et al., 2020).

Understanding women psychological patterns is critical to understanding the dynamics of women empowerment. It is vital to assess if women want to be emancipated (from psychological conditions) and therefore empowered. Miller (1976) asserted that women psychological patterns are essentially different from men. According to the poll, women place a high value on developing and maintaining relationships with others. Women may realize their worth when their actions are driven by a desire to connect with others and lead back into those relationships rather than away from them. The origins of discriminatory thinking towards women in social thought may be traced back to mythology, religion, and historical literature. Cases of discrimination against women may be found dating back to the Ramayana era, which, of course, played

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a significant part in moulding society's attitudes about women (Sharma & Bansal, 2017).

Measurement of Women Empowerment

Although it has defied quantification, the contentious idea of empowerment is usually recognised as the most significant result of rights-based methods. Attempts to assess it are frequently rejected as unreliable. The measuring empowerment (ME) framework illustrates how to gather and organise data on empowerment and is based on conceptual discourse and measurement practise. The framework may be used to measure empowerment at the intervention and national levels as part of monitoring poverty or governance. A person's capacity to make wise decisions or to translate those decisions into desired actions and results is referred to as empowerment. The degree to which a person is empowered (the institutional framework in which a decision is made) is determined by their level of personal agency (the capacity to make deliberate choices) and their access to opportunities. Agency is measured through asset endowments. These resources might be personal, organisational, financial, social, psychological, or informational. Opportunity structure is evaluated using the existence and operation of formal and informal institutions including laws, regulatory frameworks, and behavioural norms. The ability to choose, as well as the exercise of that ability, are all signs of empowerment (Alsop and Heinsohn, 2012).

When a person or organisation has the capacity to make choices, they may achieve the desired behaviour and outcomes. In a five-country study on quantifying empowerment that is now being managed by the World Bank's

empowerment division, Alsop and Heinsohn (2012) predicted that levels of empowerment might be measured. Agency and opportunity structure have a substantial influence on this capacity to make an informed decision (Kabeer, 1999; Krishna, 2003; Bennett, 2003). Agency refers to a character's ability to consider options and come to a conclusion, which is what it means for an actor to be able to make meaningful decisions (Appudarai, 2004). The opportunity structure refers to the formal and informal settings in which actors operate. These components work together to empower people in different ways. As an example, a farmer in Ghana intended to get a bank loan to pay for a lift irrigation system, but the process required him to complete 20 pieces of documentation, provide all of his lands as collateral, and retain legal counsel to substantiate his ownership of the property. The farmer had a well-informed and financially viable alternative, but the opportunity structure—in this example, procurement laws—restricted his ability to make an impactful decision (Alsop and Heinsohn, 2012). A person's or a group's perceived level of empowerment (DoE) is thought to be correlated with their agency and opportunity structure. The better a person's assets and the more beneficial their opportunity structure are predicted to be by the framework, the higher DoE. Similar to how an individual's DoE will likely increase their assets and opportunity structure.

For instance, a woman is more likely to take action against an abusive spouse or a biased boss if she has more assets and a superior opportunity structure. Success in an action may increase a woman's assets (her self-confidence and understanding of women's rights) while also influencing changes in the opportunity structure; the more empowered women are to take

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action against abusive partners or employers, the less likely it is that domestic violence and gender bias will continue to be tolerated.

Empirically, several authors have conducted or addressed on the approach to measure empowerment.

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Table 3: Approaches to Measuring Empowerment.

Study and Location	Definition of Empowerment	Measuring Concept	Data Sources	Focus	Conclusion	Implication	Scope
Lokshin and Ravallion (2003) *Russia*	Taking efforts to correct power disparity by selectively empowering those with limited power	Respondents position themselves on the Cantil ladder (nine levels) for power; participants evaluate the significance of the lower and higher stages.	Data on Russian adults from the Russian Longitudinal Monitoring Survey (1998 and 2000)	Comparability of expressed perceptions of power and economic welfare	A significant but ostensibly weak relationship between power and welfare in levels and changes through time	The scope of empowerment is not limited to the poor	Individual and household level. Perceptions of the status of empowerment/outcome Economic domain
Kroeker (1995) *Nicaragua*	Reversing the process of alienation and unbelief in change, as well as improving access to	Seven months of participant observation and four follow-up visits	An agricultural cooperative in Nicaragua in 1989, a literature review, key	Factors enhancing and impeding individual, organizational	Sense-making and informal consciousness-raising procedures are aspects that enhance	Interrelated levels of empowerment are necessary: personal,	No specific instrument

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	resources and influence over the conditions and decisions affecting one's own life and surroundings		informant interviews, and visits to 15 cooperatives around the nation	and societal empowerment	empowerment at each level (personal, communal, and societal), whereas anxieties about speaking in meetings and unwillingness to face crises are impediments.	organizational, and societal	
Brown (2003) *Hypothetical example*	Providing chances for empowerment as critical conditions for changing a person's potential reality	To demonstrate how views are patterned into general viewpoints, Q-sample, Qsorting, and	Participatory method; must enter into a reality and become a functional part of the	Poverty reduction	methodology to assess how tactics that highlight the material world outside the person connect to the	Measures must be anchored in the realities of the impoverished; ad hoc categorizations	Sorting individuals into groups; perceptions

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	and giving them the tools to better themselves	Q-factor analysis were used.	person's perspective		realities of poor people	may be insufficient.	
McMillan, et al. (1995), USA	Gaining influence over events and outcomes of importance	Psychological empowerment measures using self-assessment scales; organizational empowerment derived from two items (key informant telephone survey) rated on a four-point scale	Data from a 35-member community coalition; a key informant telephone survey	Predictors of empowerment of individuals and organizations in the context of a community coalition	Individual psychological empowerment, collective member empowerment, and empowered organizations are all predictors.	Ongoing interactional process linking the individual to the collective	At individual and organizational levels; empowerment is seen primarily as an outcome (impact, accomplishments); participation, community perception, and inclusion are considered separately. Social domain
Kvinnoforum (2001) *Namibia,*	There is no one definition of empowerment,	The project included a variety of	Participatory methods that ask women	Women empowerment	The significance of empowering	Participatory methods; indicators at	Participatory tools rather than specific

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| *Botswana, Zimbabwe, and Mozambique* | but it is based on two key principles: (1) disempowerment as a beginning place for empowerment processes, and (2) empowerment cannot be handed to someone by someone else; it must begin inside and be owned by the individual herself. | qualitative and quantitative methodologies, including the Circle of Important Areas, the House of Life, a rating questionnaire, individual interviews, focus group discussions, participatory observations, and case studies. | to reflect on their own situation | | tactics and recognizing that concepts mean various things to different women. The House of Life tool and the individual questionnaire, according to the participants, best portrayed their empowered state. | individual level, group level, and societal level are different, even for the same concept (e.g., agency) | instruments. Project and individual levels. |

Table 2.1 above illustrates the compilation of approaches used in measuring empowerment by different authors.

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Interrelationship between women empowerment and women performance

Female acceptability in Malaysian banks is attributed to empowerment as a more representational factor. Since many Malaysian banks are not guaranteed by the government, this helps ensure their stability. The difficulty arises when experts ignore reality in favour of appearances, losing sight of what real work performance and empowerment are all about in the process. Female banking executives believe that empowerment is a fundamental concept that is inextricably linked to innovation, leadership, and passion. These supervisors believe that instilling a feeling of future responsibility in their female employees may be achieved by enabling them to take part in community service, maintenance training, and other activities. This will provide the groundwork for sustainable growth in the future (bin Kimpah & Raudelinien, 2014).

Studies and research on empowerment and work performance tend to focus on the person, as do questions of job design and productivity. According to research (Patterson et al., 2004), the connection between job enrichment and business success has received less attention from academics. However, this is a serious problem since improving workers' experiences on the workplace is good for business. The cost savings from reduced management, support staff, and engineering, for example, may be substantial for businesses to examine, although these savings do not seem to have been measured on a task-by-task basis.

According to Huii, Bierman, Shimi-zu, and Kochhar's (2001) research on a sample of professional organizations, there is a correlation between human capital—which is based on intellectual capacity, knowledge, and social capital—

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and firm performance. This finding supports the significance of empowerment in terms of firm performance. Hechanova et al. (2006) conducted research on Filipino service workers to see whether there was a connection between job contentment, feelings of agency at work, and productivity. It was found that association between performance and psychological empowerment was discovered to be beneficial.

Men are more successful than women, according to several research. A few essential terms and expressions are frequently used when discussing women's empowerment, and these include agency, status, and autonomy. What this means is that when individuals get access to information or resources that were previously inaccessible to them, they are considered to be empowered. There is a dearth of writing on the topic of women's empowerment and its effect on productivity in the banking sector. However, there have been several investigations into the connection between job satisfaction and agency for workers. Therefore, the connection between women's empowerment and productivity may be significantly influenced by their level of satisfaction at work.

Positive findings between employee empowerment and business results were found in research by Hitt et al. (2001). This study demonstrates a strong connection between productivity, knowledge, intellect, social capital, and human capital. Hechanova et al. (2006) conducted a study on the psychological agency, job satisfaction, and productivity of Filipino construction workers. Positive effects of psychological empowerment on performance were found in this research. Irish manufacturing businesses may benefit from employee empowerment in two ways: increased productivity and new ideas (Wood, 2007).

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The research found that empowering employees, especially women, was the only way to dramatically improve performance across the board. The effectiveness of companies that have given their female workers more autonomy. When trying to understand what makes a woman feel empowered and how that affects her performance at work, it is important to consider all of these elements

United Nations Peace Building

Given the volatility, complexity, and severity of conflicts, there is no consensus on the concept of peacebuilding. Peacebuilding, according to Lambourne (2009), is the long-term process of encouraging conflict parties to communicate, mending broken relationships, and revamping broken institutions. Involving everyone who has been affected by a destructive disagreement is crucial, according to Lambourne (2009). According to DeConing (2013), peacebuilding is the process of resolving conflict by nonviolent methods while simultaneously altering the underlying cultural and structural factors that contributed to violent conflict. DeConing (2013) argues that the process of constructing bridges between people of different backgrounds (ethnic, social, religious, national, and racial) is crucial to peacemaking. Rapoport (2020) agrees with DeConing and expands on his assertion by stating that the peace-building process also involves addressing post-conflict trauma and reconciliation in addition to violence prevention and conflict management and transformation. An examination of Rapoport's (2020) peacebuilding process reveals that it is not limited to the time immediately after an act of violence. Peacebuilding as we know it now was conceptualised for the first

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time in Boutros Boutros-Ghali's An Agenda for Peace (1992) (Goodhand & Sedra, 2010).

However, earlier publications claim that the phrase was first used by Johan Galtung in his 1976 book Approaches to Peace: Peacekeeping, Peace-making, and Peacebuilding. Galtung (1976) argued for the cultivation of long-term peace via the promotion of indigenous skills for managing peace and resolving disputes, as well as by the establishment of peace-building institutions that address what he termed the "root causes" of violent conflicts. After working in peacemaking, peacekeeping, and preventive diplomacy, Boutros-Ghali (1992) developed the idea of peacebuilding. Therefore, the phrase "peacebuilding" may only refer to activities undertaken after a war has ended. When looking at the Agenda for Peace report, it is clear that the authors did not start with the conflict dynamics, which is the foundational knowledge of the topic. However, the study did assemble a list of international resources encompassing any work towards restoring normality in conflict-affected regions. Boutros-Ghali's (1992) promotion of peacebuilding in An Agenda for Peace was criticised by Cousens et al. (2001), who said that although the report acknowledged that the concept is broad, it was not brief in its suggestions for peacebuilding actions in risky circumstances.

In accordance with Boutros-Ghali's (1992) definition, the Brahimi Report defined peacebuilding as operations carried out on the other side of the conflict in order to restore the foundations of peace and give the skills for establishing something more than just the absence of violence. U.N. Secretary-General Policy Committee (2010) defines peacebuilding as "a range of initiatives aimed at

reducing the risk of lapse or relapse into conflict by strengthening national potentials for conflict management at every level and laying the foundations for long-term peace and development." According to these theories, the United Nations' approach to peacebuilding has advanced greatly, providing an answer to the issue posed by Cousens et al. (2001). Peacebuilding efforts, according to the UN's standards, should be grounded in reason and tailored to the specific requirements of all parties concerned. Plans must be owned by nations and include a small set of actions that are prioritised, sequenced, and constrained to achieve peacebuilding objectives.

The Agenda for Peace acknowledges the importance of peacebuilding after conflicts. Boutros-Ghali (1992) describes post-conflict peacebuilding as the process of identifying and supporting processes that have a propensity to preserve and enhance peace in order to avoid a return into violence. After a conflict, efforts are made to strengthen and stabilize the peace in order to prevent a resurgence of violence. According to Tavares (2009), integrated disarmament, demobilization, and reintegration (DDR) has been the focal point of the United Nations (UN) system's multifaceted approach to post-conflict peacebuilding and reconstruction since the adoption of the Agenda for Peace in the twenty-first century.

Smidt (2020) examined UN peacekeeping in the region, finding that it facilitates conflict resolution and reduces community violence in Côte d'Ivoire. It argues that a decrease in the potential for communal conflict might result from a revitalization of intergroup cooperation and a reduction in unfavourable biases towards other groups via more dialogue between different groups based on their

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shared identities at the local level. The research demonstrates that via promoting open dialogue between communities, the UN PKO was successful in decreasing violent incidents.

Dorn (2010) found that its uniformed and civilian staff operate as the world's eyes and ears in many hotspots including Korea, Namibia, and the Congo. They report on current events on the periphery of the globe and in the heart of civil strife. The United Nations used to rely heavily on open-ended human intelligence monitoring. It relied on close watch and careful observation. Human intellect has helped in conflict resolution, but it is not adequate on its own.

New data on UN peacekeeper commitments from 1990 to 2011 were provided by Kathman (2013). For each operation during this time period, monthly data on the total number of deployed soldiers, police, and military observers is secret. Each UN member state's contribution of people groups is also recorded. The availability of this data enables the evaluation of theories of peacekeeping and conflict processes, as well as the exploration of new areas of inquiry. In his work, he provides an overview of the data and coding methods used, talks about certain patterns, calls attention to some potential future study directions, and suggests an empirical application.

Karlsrud's (2019) paper concludes by arguing that liberal peacebuilding is declining in both theory and practise. Western countries are shifting from liberal peacebuilding to stability and counterterrorism as a result of protracted deployments in Afghanistan and the lasting effects of the financial crisis. UN peacekeeping deployments in Africa increasingly include regional ad hoc coalitions

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created to fight terrorism and other armed organisations. The violence in Mali since 2012 and the growing Western security presence in adjacent Niger are the focal points of Karlsrud's (2019) in-depth analysis of these tendencies. The article concludes that the United Nations' (UN) shift from liberal peacebuilding to stabilisation and counterterrorism is likely to be counterproductive because it will strengthen oppressive governments and encourage disillusioned citizens to join the ranks of the opposition and terrorist groups.

The performance of UN peacekeeping operations in democratising war-torn nations is studied by Steinert and Grimm (2015), who zero in on missions whose mandates include democracy promotion components. Our multinomial logistic regression analysis shows that sending in the United Nations to preserve the peace significantly boosts the chances of a country becoming democratic. Moreover, prewar liberal classifications of governance were predictive of postwar antidemocratic tendencies. A decisive victory by one warring side raises the chance of regime change in both directions, while oil money hinders democratisation. Descriptive data suggests that expanding the mission's capability might be good for democracy.

In spite of their stated mission to foster democracy, von Billerbeck and Tansey (2019) looked at the possibility that multinational peacekeeping deployments actually strengthen authoritarian regimes in the wake of war. International peacekeepers, they argue, may encourage autocracy in host countries. The term "autocracy promotion," which implies tacit approval of an autocratic government, does not apply here. Instead, enabling is often an unintended result;

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we identify two mechanisms that contribute to enabling, namely, the empowerment of incumbent authoritarian leaders and the transmission of signals beneficial to authoritarian conduct to national stakeholders. The United Nations peacekeeping operation in the Democratic Republic of the Congo serves as an example used to illustrate our points.

Within a larger institutional and intellectual emphasis on "inclusive peace," Berents and Mollica's (2022) study places the Youth, Peace, and Security agenda. It discusses the ongoing challenges of legitimising young participation and places this new agenda in the context of the successes of the Women, Peace, and Security agenda and the development of the United Nations' strategy for maintaining peace. To fully grasp the potential of inclusive approaches to peace, these studies underline the need of researching the development of inclusive peace agendas together while retaining awareness of their qualities. It argues that the UN's peacebuilding practise has evolved towards inclusivity, giving a broader spectrum of peace actors visibility and credibility, and that the Youth, Peace, and Security agenda is a vital component of this trend. We believe that more acknowledgement of young contributions to the larger 'inclusive and sustaining peace' goals is required.

Components of Peacebuilding

There is a growing need to examine peacebuilding's constituent parts as the body of peacebuilding research expands. Holland and Martin (2014) define peacebuilding as the "provision of communication and transportation networks, utilities, and basic facility reconstruction following the vicissitudes of a combat

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situation." This research suggests that peacebuilding's constituent parts are the strategies that make peace possible. Various scholars have put out suggestions for what they see as crucial peacebuilding elements. The lack of consensus in the concept of peacebuilding is supported by the disagreements over which elements constitute it. The components of peacebuilding, as established by Mezzera et al. (2009), include the establishment of security, health, and educational infrastructure, as well as efficient public administration and rule of law institutions in the aftermath of a conflict scenario. Lemay-Hébert and Kappler (2016) claim that one aspect of peacebuilding is providing capacity-building and technical help to governments so that a region or state may recover from the devastation of conflict and get back on the road to development.

In Peacebuilding and its Components, Harpviken (2008) identifies four dimensions of peacebuilding: sectoral dimension, temporal dimension, activity to outcomes, and indigenous capacities. According to Harpviken (2008), the sectoral dimension addresses difficulties within several domains to fundamentally change society and its institutions. Politics, development, and security, or loosely translated, diplomacy, development, and defence (3D), are the three categories into which peacekeeping operations are separated. On a temporal scale, peacebuilding focuses on activities before, during, and after wars. This element therefore extends beyond Boutros-Ghali's post-conflict peacebuilding's constrained context, which only focuses on things that happen after wars.

As a consequence, the temporal dimension takes into account both major setbacks and the low-intensity conflicts that often happen after many disputes have

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been resolved. The phrase "from activity to outcomes" refers, in the words of Harpviken (2008), to all the effects or results of the peacebuilding activities that have been carried out. This dimension is necessary because every action taken in a conflict situation has the potential to either "do good" or "do harm." As a result, it is important to regularly assess how well the conflict is being resolved as well as any potential negative effects of any intervention. This will help to maximise the good and minimise any potential negative effects. Last but not least, indigenous talents use and coordinate the innate capacity for peace with people, networks, organisations, values, and norms within the context or environment of conflict. According to Harpviken (2008), when indigenous capacities are appropriately utilized, "*seemingly destructive powers may be turned into constructive forces for peace*."

According to Van-der-Leest et al. (2010), successful peacekeeping operations foster and support self-sufficiency, long-term peace, adversary reconciliation, the prevention of conflict recurrence, the integration of civil societies, and the development of mechanisms for the rule of law, and the resolution of causal societal and structural issues. To that aim, Van-der-Leest et al. (2010) suggest addressing functional structures, social psychology, emotional circumstances, social stability, the rule of law and ethics, and cultural sensitivity as components of peacebuilding. Given the purpose of this study, it is critical to highlight the observations of Cortright (2018), Gizelis (2009), and Yilmaz (2009) on the subject of peacebuilding components. These authors emphasize the

importance of gender equality and equity, as well as the role of women, in promoting a successful peacekeeping deployment.

Process and Actors of Peacebuilding

After deliberating on the components of peacebuilding, this study now focuses on the processes and actors involved in peacebuilding. Simply expressed, the processes and actors of peacebuilding encompass the approaches and main participants involved in peace-building operations. Several techniques for peacebuilding are mentioned in the literature. The four options highlighted by the Organisation for Economic Cooperation and Development (OECD) and the Department for International Development (DFID, 2010) consultations are;

- Acknowledging the causes of conflict and instability;

- Encouraging inclusive political solutions and peace processes;

- Fostering peaceful dispute resolution methods and peace-building skills; and

- Strengthening fundamental state operations and adhering to societal demands

Knowing the causes of conflict and fragility entails appreciating the historical backdrop and experiences that led to the development of the state or territory in which the conflict occurs, as well as comprehending the specific dynamics and character of the conflict (Kamatsiko, 2015). Di-John and Putzel (2009) define political settlement as the formal and informal rules, common understandings, and established habits that impact how power is organized and exercised and how economic and political interactions are shaped. Menocal (2010)

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expands on this point, arguing that supporting inclusive political settlements and peace processes is critical in peacebuilding since political settlements vary over time as varied state and non-state actors (re)negotiate the rules of the game.

As a result, the degree to which a settlement is viewed as fair and inclusive is critical to state legitimacy and the long-term viability of conflict resolution. Promoting peaceful dispute resolution processes and peace capacity implies societies and governments' ability to handle disagreements and tensions peacefully to achieve strong political settlements and avoid hostilities. Finally, creating fundamental state activities and responding to public expectations elaborates on the consensus that accepting and practicing certain conceptions and values avert violent disputes while advancing state legitimacy. The concepts and ideas advocated as necessary in this context include the rule of law, justice, security, and safety. According to DFID (2010), while perspectives of fighting sides may differ as to who is regarded as 'authorities,' the adoption of key functions frequently serves as common ground on which peace-building operations can be carried out. Wallensteen (2010) in *Strategic Peacebuilding: Concepts and Challenges* proposed seven strategic processes of peacebuilding. Their strategic processes are;

- Realize the costs of chronic violence;
- Obtaining ideas from natives;
- Conflict resolution;
- Insider-outsider connections
- Managing Spoilers;
- Recognizing strategic peacebuilding hurdles; and

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- Elicit, assess, analyze, and evaluate.

Finally, Lederach (1997) describes three peace-building processes as well as the peace-building actors participating in Sustainable Reconciliation in Divided Societies. According to Lederach (1997), the first step comprises focusing on high-level discussions with an emphasis on a cease-fire, which a highly visible, single mediator typically conducts. Leaders from the military, political, and religious spheres are among those engaging in this first process. The second process is problem-solving, and the actors include community leaders, religious leaders, intellectuals/academics, and humanitarian leaders. According to Lederach (1997), training and seminars on conflict resolution, peace commissions, and insider-participant teams should be developed to secure the long-term viability of this process. Finally, the final procedure incorporates the utilization of local police commissioners, grass-roots training, bias reduction, and post-conflict trauma psycho-social work. Local authorities, health officials, refugee camp leaders, community developers, and indigenous NGO leaders are among those involved in this final step.

According to Lederach (1997), the idea of peace-building actors is well recognized, and their duties in peace-building are spelt out in the process they perform. As a result, peacebuilding actors include leaders from the military, political, and religious settings, leaders revered by the community or religious leaders, police, as well as intellectuals/academics and humanitarian leaders, local leaders, health officials, refugee camp leaders, community developers, and leaders of indigenous NGO's. According to this concept, the military's position as an actor

in peacebuilding is well recognized: the military is active in the first peacebuilding process, as indicated by its role in discussions and enforcing cease-fires between warring factions (Lederach, 1997). Local civil society, local businesses and the private sector, international NGOs, the Collaborative for Development Action (CDA), Transparency International, Oxfam, International Alert, Global Reporting Initiative, International Institute for Sustainable Development, United Nations Development Programme (UNDP), UN Peacekeepers, the World Bank, and the International Monetary Fund are all listed as peacebuilding actors by Berdal and Mousavizadeh (2010). In a more recent study, Pouligny (2006) categorizes actors in peacebuilding as political, military, economic entrepreneurs, and members of indigenous civil communities. These factors explain the study's selection to focus on the GAF's position as a military actor and the GPS's role as a policy actor.

Evolution of Peacebuilding

According to Zürcher et al. (2013), the beginnings of UN peacekeeping can be traced back to two people: the then-UN Secretary-General, Dag Hammarskjöld, and Canada's then-Secretary for External Affairs, Lester Pearson. The accreditation provided to these two persons by Zürcher et al. (2013) may be supported by their roles in fostering peace and security via peacebuilding. In 1956, Hammarskjöld and Pearson's efforts culminated in the foundation of the United Nations' first major peacekeeping mission, known as UN Emergency Force 1 (UNEF 1). (Garvey, 1970). At the United Nations General Assembly's first emergency session in November 1956, Canada's explanation of its abstention from the Assembly's

Resolution 997(ES-1) led to the establishment of the UN's first peacekeeping force. Carroll and Shabana (2010) demonstrate that the resolution did not go far enough to include, in addition to the ceasefire and troop withdrawal, any steps to be taken by the UN for a peaceful settlement, without which a ceasefire would be only ephemeral at most. Major General (later Lieutenant General) ELM Burns, also of Canadian ancestry, was the UNEF 1's first force commander (Zürcher et al., 2013; Holden et al., 2014). The United Nations had its first significant crisis in October 1956, when Israel and Egypt battled (Tal, 2014). Following the 1949 General Armistice Agreement, relations between the two nations deteriorated further, aggravated by Egypt's decision to exclude Israeli ships from accessing the Suez Canal and illegally collect dues on any traffic utilizing the canal.

Before the session, Pearson and Hammarskjöld had lengthy conversations regarding the need for a UN peacekeeping force to help settle the problem. Pearson then made a preliminary suggestion for settling the issue through negotiation (Caroll and Shabana 2010). The Canadian proposal was adopted as Resolution 998 on November 4, 1956. (ES-1). The proposal asked the General Assembly to request, as a matter of priority, that the Secretary-General submits to it within 48 hours a schedule for the formation of an emergency international United Nations force to safeguard and oversee the cessation of hostilities following all of the terms of the aforementioned resolution (997 ES-1) (Caroll and Shabana 2010). Since then, peacekeeping operations have proven to be an effective way of preserving the delicate balance of international peace when threatened by a state or regional war involving a big power. It is critical to emphasize that peacebuilders are not

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occupying troops. They often serve as an unbiased and objective third party in establishing and maintaining a ceasefire or monitoring a buffer zone between conflicting sides (Paris, 2010). This is done to create an atmosphere conducive to calm dialogue and settlement. Peacekeeping has evolved to include not just leaders of states but also a diverse range of professions and expertise, such as diplomats, security experts, and people in tough assignments. (Spies, 2019).

This epitome of peacebuilding clarifies the principles of peacebuilding processes and actors. The processes included Egypt and Israel acknowledging the burden of long-term bloodshed; the UN General Assembly identifying the roots of war and fragility; a cease-fire negotiation led by Lieutenant General ELM Burns, and so on. Pearson and Hammarskjöld were political actors, the United Nations Emergency Force 1 was a military actor, and the management of the shipping corporations that were denied transit through the Suez Canal was a military actor, and so on.

Deployment of Women in Peace Building

There are more women in law enforcement, the military, and the general public than ever before, which has positively impacted peacekeeping circumstances. Women peacekeepers have shown that they can perform all aspects of peacekeeping to the same high standards and in all situations as their male colleagues. We need to recruit and maintain more women on staff as peacekeepers because it is good for business (Women in Peacekeeping, 2022). About one percent of all uniformed peacekeepers in the world were women in 1993, according to the Women in Peacekeeping (2022) report. By 2020, out of an estimated 95,000

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peacekeepers, women will comprise 4.8% of military contingents, 10.9% of established police units, and 34% of judicial and correctional government-provided employees. While the United Nations supports and encourages the inclusion of women in uniformed roles, it is ultimately up to individual Member States to make that happen. The UN Police Division launched "the Global Effort" to increase the number of women serving in police forces at the national level and in UN police operations across the globe. Female enlistment is targeted to reach 15% by 2028, with a further 25% objective for military observers and staff officers. By 2028, women are expected to make up 20% of organised police units and 30% of police officers. In December of 2021, women made up 7.8% of the armed forces, police, prison guards, and justice in field operations.

More female peacekeepers equal more effective peacekeeping. Women peacekeepers boost overall peacekeeping performance, have more access to communities, aid in promoting human rights and civilian protection, and encourage women to participate meaningfully in peace and political processes. The involvement of women in peacebuilding can result in the following importance;

1. *Increased operational effectiveness and performance*: Greater diversity and a broader skill set contribute to better decision-making, planning, and outcomes, resulting in increased operational effectiveness and performance.

2. *Improved access*: Women peacekeepers may acquire greater access to the population, including women and children, by interviewing and assisting survivors of gender-based violence and violence against children, for example, providing crucial information that would otherwise be difficult to obtain.

3. *Contribute to the prevention and reduction of conflict and confrontation*: Diversity in peacekeeping contributes to addressing the disproportionately negative impact of conflict on women's livelihoods and bringing new perspectives and solutions to the table by effectively addressing the needs of women in conflict and post-conflict settings, including those of women ex-combatants and child soldiers during the process of demobilization and reintegration into civilian life.

4. *Creating and inspiring role models*: During and after conflicts, women peacekeepers serve as powerful role models for women and girls in the host community, showing them how to fight for their rights and pursue careers outside the norm.

5. *Reflecting the communities we serve*: The diversity of UN troops enables engagement with all residents of the communities we serve.

6. *Instilling trust and confidence*: Engaging with women in countries where women are barred from speaking to males is just one example of how women peacekeepers can help build trust and confidence in local communities and provide access and assistance for local women.

For instance, on May 26, 2022, at a ceremony in New York commemorating the International Day of UN Peacekeepers, Military Observer Major Winnet Zharare, a Zimbabwean Chief Military Information Officer assigned to UN Mission in South Sudan (UNMISS), was presented with the Military Gender Advocate of the Year award by UN Secretary-General António Guterres.

While there is increasing consensus that women's involvement increases the chances of long-term peace after a war (Krause, 2018), increasing women's

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engagement is still difficult. Rather than focusing on raising the overall number of women involved, both older and more recent studies on women's participation in peace talks and peace operations stress the necessity of giving women leadership responsibilities. The role of women in peace processes has been the subject of quantitative and qualitative research in recent years. Using data collected from empirical studies of peace processes undertaken since 1990, the Council on Foreign Relations found that negotiations are more successful when women's organisations play an active role (Bigio and Vogelstein, 2018).

Hendricks (2017) argues that the Women, Peace, and Security (WPS) agenda originates in Africa and that significant strides have been made in creating frameworks, policies, and tactics to advance the agenda. While the AU has made strides towards increasing the number of women in leadership roles, there is still a long way to go until this is fully realised throughout its programmes. The approved programs and events look to be haphazard attempts at providing instant measurable results. The study claims that the WPS agenda has only considered women's participation in peace and security institutions and processes without examining the potential role of such engagement in legitimising patriarchal and military systems in the aftermath of war.

According to comparable research by Nagel (2021), the UN's peacebuilding practise has made strides towards inclusivity, with the Youth, Peace, and Security agenda playing a crucial role. We feel there has to be more recognition of young people's contributions to the bigger aims of "inclusive and sustaining peace." In particular, according to Nagel (2021), violence is institutionalised as the preferred

form of dispute resolution because of attitudes and actions that discourage women from fully participating in public life. As a result, states whose gender roles are more patriarchal are less inclined to negotiate their differences with one another.

Many recent scholarly works have focused on this pillar of WPS, which calls for increased representation of women at all decision-making levels in national, regional, and international institutions and mechanisms for preventing, managing, and resolving conflict (UN, 2000). This goal has gained prominence since the adoption of Resolution 1325, which calls for increased female participation at all levels in peacebuilding efforts.

Gender inequalities have been identified as crucial to understanding conflict by a large body of research; however, they have received little consideration in systematic studies of conflict management.

Paalo (2022) investigated how including marginalised groups, like women and young people, affect peacebuilding and sustains stability in war-torn regions. The study used a qualitative, cross-sectional case study technique. The research shows that in Ghana's "inclusive" grassroots peacebuilding, young women are often absent or not participating meaningfully. This is due to the widespread presence of entrenched cultural and political prejudices or misconceptions about women in the regions studied. To prevent offending, especially from dominant actors or gatekeepers, peacebuilding NGOs in Ghana have strategically placed women at the centre of a solid peace infrastructure. However, only middle-aged women and young men tend to occupy spaces designated for women and youth in peacebuilding due to the dominance of certain patriarchal sociopolitical structures.

Simic (2013) investigates the measures required to increase women participation in peacekeeping, highlighting the flaws in widely claimed justifications for boosting female peacekeepers and making critical suggestions. To increase women meaningful participation in PKOs, women must be integrated into senior, decision-making, and leadership positions; all-female contingents must be trained and deployed in mixed-gender environments; and women must be deployed who are ready to substantively change the PKO environment. Aside from numerical objectives, women "feminine traits," and fast fixes for tackling sexual assault in PKOs, policymakers should employ women to help with gender mainstreaming in PKOs and altering the lives of local women.

Gender Considerations in the UN Peace Building

Since its inception in 1945, the United Nations has enhanced its legal and institutional framework to advance gender equality (UN Women, 2016). At his first General Assembly address after taking office in 2016, newly appointed Secretary-General Antonio Guterres emphasised the need to achieve gender parity in the United Nations through a management change. According to the UN Women report 2016, a negative correlation exists between women in senior-level appointments indicating that as the grade levels increase, the proportion of women decreases. The report further highlights that the lack of women in non-HQ locations requires targeted attention and hinders the achievement of gender parity at the senior level. Representation of women by nationality in Europe and Central Asia women from 46% of higher-level appointments in the UN. UN Women (2016) found that Arab

states and the Western and Central Africa region had the lowest rates of female participation at 25% and 35%, respectively. The World Economic Forum's Global Gender Gap Report 2022 further emphasised this progress by noting that Sub-Saharan Africa earned the sixth-highest regional score and had closed the gap by 67.9% since 2021. As part of his plan to close the gender gap, the Secretary-General places a premium on boosting the number of female uniformed peacekeepers. In accordance with UNSCR 1325 and subsequent resolutions, this acknowledges the importance of women's engagement in UN peacebuilding efforts. UNSCR 2242 was passed to increase the number of women in uniform by 50% by 2020 (UN Department of Peace Operations, 2018). The UN gives higher consideration to increasing women's participation in UN missions and has enacted various resolutions and policies to help realise this aim.

Ghana National Gender Policy

International treaties, the 1992 constitution, and national development frameworks all inform the government of Ghana's efforts to advance gender equality. The constitution's Article 17(1) and (2) aims to protect women's and men's rights, as well as the rights of girls and boys, against discrimination based on their gender or economic situation, among other things. Recent successes in international indices measuring things like human development, gender inequality, and the strength of social institutions in Ghana are indicative of this approach (Tsikata, 2009). The government of Ghana has taken steps to enhance the legal environment in order to combat gender inequality and advance the rights of women and girls. One such law is the Domestic Violence Act of 2007 (Act 732).

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The National Gender Policy was developed in 2015, focusing on mainstreaming gender equality, women empowerment, and social protection concerns. The goals of the strategy are to improve women's economic possibilities, social roles, and relationships with males, as well as to ensure their safety and security. Ghana's commitment to establishing this policy indicates the government's renewed emphasis on advancing the status of women. Ghana's Human Development Index in 2015 was 0.558, the Gender Inequality Index was 0.565, and the Social Institutions and Gender Index was 0.262 (UNDP, 2015), demonstrating the country's progress towards gender equality and women's empowerment. Ghana has also signed several crucial international agreements concerning women's rights and empowerment. These declarations include:

I.   The Beijing Declaration and Platform for Action, 1995.

II.   Vienna Declaration on Human Rights, 1993.

III.   The Optional Protocol to the Convention on the Elimination of all forms of Discrimination against Women (CEDAW OP) 1999.

IV.   UN Security Council Resolution 1325 and 1820 on Women Peace and Security and Violence against women.

V.   The Millennium Development Goals (MDGs), 2000.

In addition to the constitution, the legislature, and the national policies, various national frameworks in Ghana help advance women's empowerment and gender equality. Achieving Goal 5 of the Sustainable Development Goals (SDGs), which aims to promote and develop gender equality and empower women and girls by

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2030, remains a challenge for Ghana despite these policies and frameworks (Sen, 2015).

Ghana Police Participation in the UN Peacekeeping Operations

Peacekeeping missions have become the UN's most essential tool for maintaining international peace and security (UN DPO, 2009). According to Bellamy, Griffin, and Williams (2010), when peacekeepers (military, police, humanitarian workers, and private security contractors) are sent into conflict zones, their presence decreases the likelihood of war by roughly 85%. Since its beginning in the late 1940s, the diversity of responsibilities assigned to PKOs has grown significantly to absorb shifting trends in the international security environment and to focus primarily on new threats to global peace and security (Aning and Edu-Afful 2017; Wiharta, Melvin, & Avezov 2012). In terms of structure, the transition from conventional to multidimensional peacekeeping has resulted in new kinds of collaboration between the military, police, and civilians in confronting the numerous dangers that confront a conflict country. Multidimensional peacekeeping encompasses a range of peacebuilding actions, from providing secure settings to monitoring human rights and restoring state capacity. The military often remains the largest and most crucial component in PKOs. The mandate from the Security Council specifies the duties of the armed forces. The main responsibility is to provide a safe and conducive atmosphere where other parts of the mission may succeed.

Ghana has been actively participating in and dedicating resources to international peacekeeping for over sixty years. According to the United Nations,

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Ghana has long provided military and police forces to the region. Ghana's military has been invaluable to the United Nations and the Economic Community of West African States (ECOWAS) in places like Lebanon, East Timor, Afghanistan, Côte d'Ivoire, Cambodia, Kosovo, Rwanda, Mali, and Sudan since the 1960 UN Mission in the Congo. Ghana has been one of the biggest and most consistent troop contributors during the last six decades, sending men and women to 35 multilateral peacekeeping missions throughout the globe (Aubyn, 2022). This is according to an interview with a colonel, Peacekeeping Dept, Army HQ, Accra, 18 Nov 2020. Contributing nations often send staff personnel, and military observers and Formed Police Units (Coleman, 2014). Ghana's impact may be felt in all three areas. The Police Force of Ghana must be involved. Ghana's constant and successful participation in UN peacekeeping has benefited the country.

According to ACP Saanid Adamu and Superintendent Owusu Ansah, the GPS's International Relations Directorate's involvement in UN peacekeeping dates back to the early 1960s. This was during Ghana's first deployment of police and military personnel to the UN Operation in the Republic of the Congo (ONUC) (Aubyn, 2022). Ghana's first police contingent of 370 soldiers was sent to the UN Mission in Congo-Kinshasa, previously known as Léopoldville (ONUC/1960) (UN, 2020), to assist the military. The Global Positioning System's missions included aiding in restoring law and order, training and developing new members of the Congolese Police Service, protecting key locations, and performing patrols. The significance of GPS's role since then has expanded tremendously. In UN operations in Liberia, Côte d'Ivoire, Sierra Leone, Kosovo, Cambodia, Namibia,

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Bosnia and Herzegovina, Guinea Bissau, Sudan, South Sudan, Haiti, Cambodia, and East Timor, Ghanaian members of the International Civilian Police (CIVPOL) have used GPS (Aning & Aubyn, 2013). United Nations (2020) notes that Ghana has sent both Formed Police Units (FPUs) and Individual Police Officers (IPOs) to a wide variety of UN missions. Mission IPOs are part of the wider mission framework's police department. They work with host country law enforcement, international police, UN personnel, and other interested parties.

To aid in implementing UN Security Council mandates, police personnel from Ghana are tasked with a wide range of responsibilities. Most police officers have positions in patrol, community policing, training, gender advisory, reform, and restructuring, logistics, and transport, planning, quick impact project, and administrative support (Caparini et al., 2015; Aubyn, 2015; Aubyn et al., 2015). Police peacekeepers from Ghana told researchers in April 2019 that their duties include conducting confidence-building patrols, providing instruction and guidance, conducting assessments, supervising, and disclosing information about criminal matters to police authorities in the host country and the United Nations headquarters (Aubyn, 2022). Logistics and purchasing; compiling and summarising personnel data for mission headquarters; formulating proposals; overseeing the rollout of quality improvement projects like new clinics and classrooms; and so on (Aubyn, 2022).

During these missions, Ghanaian forces received high marks for their professionalism, leadership qualities, communication, and interpersonal skills, English proficiency, report writing ability, training facilitation skills, investigative

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prowess, and project management abilities (Effah, 2020). Their hard work and technical expertise earned them positions of moderate authority and the respect of the host country's government in a number of missions. The Liberian government and the populace of Liberia were very appreciative of the Ghanaians serving in UNMIL (Boatin, 2007). Police officers in Ghana were seen as hardworking and capable in a variety of roles, including those of mentor, communicator, trainer, gender advisor, and project manager. James Oppong Boanuh, the current Inspector General of Police of Ghana (from October 2019 till August 2021), formerly served as the police commissioner of the United Nations African Mission in Darfur (UNAMID) between 2010 and 2011. More police were sent to the mission due to his efforts to promote the rule of law, human rights, gender mainstreaming, and the capacity-building of law enforcement organisations in the host state (UNAMID, 2020).

In recognition of their service in Bentiu, South Sudan, 700 Ghanaian peacekeepers, including 57 female officers, working for the United Nations Mission in South Sudan (UNMISS) received UN Medals in December 2018, according to the Ministry of Foreign Affairs and Regional Integration (Aubyn, 2022). The UNMISS Force Commander General Frank Mushyo Kamanzi presented this award to the Bentiu, Unity region GPS. Luis Carrilho, the assistant to the UN secretary-police general, congratulated the GPS for its efforts and contributions to international peace operations in August 2019 and urged the deployment of additional troops, especially women and professionals (Nyarko-Yirenkyi, 2019). In November 2018, Superintendent Phyllis Ama Tebuah Osei of

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Ghana received the UN Female Police Officer of the Year Award (United Nations, 2020; Aubyn, 2022). She is a United Nations Mission in Somalia (UNSOM) member.

According to Adzei-Tuadzra (2013), thirty (30) Ghanaian Police contingents were part of a UN Guards Contingent for the security of UN personnel in the UN peacekeeping operation in Iraq in June 1999. Their responsibilities included protecting any connected Private Voluntary Organizations and Non-Governmental Organizations functioning in Iraq under the auspices of the UN mission (Adzei-Tuadzra, 2013). A detachment of 220 Ghanaian Police troops also participated in the UN peacekeeping operations in Cambodia (UNTAG) between 1992 and 1993, according to Superintendent Owusu Ansah, the deputy director for the International Relations Section at the Police Headquarters. The international police forces that helped oversee the UN-sponsored elections that led to Namibia's independence in 1992 included a sizable deployment of Ghanaian police officers. 2020 for the UN; 2022 for Aubyn. The UN mission in Somalia, which was authorised by UN Security Council Resolution 814 to assist in re-establishing the nation's institutions, including the Somalia Police Force, also included six (6) Ghanaian police officers. Additionally, 888 Ghanaian police officers worked for the UNMIBH (United Nations Mission in Bosnia and Herzegovina) between 1996 and 2000 (Adzei-Tuadzra, 2013).

Negative historical links disappear as the GPS leaves home relational networks and joins the peacekeeping setting, and new assemblages develop when Ghanaian police officers are regarded differently. This favourable viewpoint

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encourages and supports excellent behaviour. As a result, the issue is not just about police personnel underperforming at home but also about how their colonial heritage continues to cloud the Ghanaian public's opinion of them.

Interrelationship of Major Concepts

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┌──────────────┐     ┌──────────┐     ┌─────────────┐          Women
│ Determinant of│    │          │     │             │───────►  performance
│ Women         │───►│ Enabling │───► │ Performance │
│ Empowerment   │    │ Factors  │     │             │───────►  Enhance UNPB
└──────────────┘     └──────────┘     └─────────────┘          activities
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A. Women performance includes the following:

   i.   *Women in Leadership positions*

A leader is someone who inspires and encourages a team of people to collaborate in order to accomplish shared objectives. Leadership is the capacity to influence others to accomplish tasks and better oneself. Without women's equal participation in leadership roles, no institution—society or corporation—can operate successfully in the twenty-first century. Women provide a perspective to organisations and teams that promote competition and cooperation. Because effective growth requires a variety of viewpoints in leadership positions, gender balance in leadership is essential. Numerous studies show that businesses led by women do better financially. Accelerating social growth at home and business depends on the leadership of women. Women in leadership positions are more likely to balance work and family obligations, which leads to an engaged and optimistic personal and professional future.

   ii.   *Role model*

Young women who took part reported feeling disconnected from their community and peers and disempowered in maximizing their income-generating potential. These week-long camps used the Empowerment for Adolescent Girls Framework to react to their needs, concentrating on communication, self-esteem, creating and

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sustaining healthy relationships, as well as revenue generating and money management. Due to the gender biases, institutional hurdles, and unfavourable preconceptions that women have long had to cope with across a wide range of professional fields, research suggests that role models have an increased value for women (Warrell, 2020).

    iii.   Gender mainstreaming

The fast global adoption of gender mainstreaming as a crucial method for advancing gender equality as well as its inability to significantly alter structural inequalities has motivated feminist researchers to seek reasons. The activity of incorporating a gender equality perspective into all phases and levels of policies, programmes, and initiatives is known as gender mainstreaming. Demands, living conditions, and circumstances differ between men and women, including unequal access to and control of authority, resources, human rights, and institutions like the legal system. The situations of women and men differ depending on the country, region, age, ethnic or social background, or other factors. Gender mainstreaming aims to take these discrepancies into account when developing, implementing, and evaluating policies, programmes, and projects so that they will benefit both men and women and will not worsen gender inequality but rather encourage it. Gender mainstreaming is a strategy for raising the quality of government initiatives while ensuring more efficient resource management.

B. The UNPB performance includes:

    i.   Restoration of law and order

    ii.   Host nation development

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iii.   Protection of civilians

iv.   Reduction of migration activities

v.   Asset authority of government

vi.   Availability of resources

vii.   Availability of favourable UN policies that favour women

Ghana and the UN Peacekeeping Force

The migration does not occur merely because of favourable circumstances. According to the UN, the globe has experienced a surge in migration and displacement in historical years due to conflicts, environmental circumstances, persecution, and a lack of human security (International Organization for Migration; IOM, 2018). The United Nations Peace Keeping Organization, formed in 1948, is a contemporary strategy and military infrastructure established by member nations to guarantee peace in countries torn apart by wars. There is a higher level of security between nations and communities since UN member states are obligated to provide armed personnel and the necessary facilities to the UN Security Council to uphold peace, law, and order. Soldiers, police officers, and citizens all contribute to the Blue Berets' mission of maintaining peace. Since its inception in 1948, the movement has attracted the support of around 130 different countries. The lives of peacekeepers are put in danger when they are sent to dangerous areas on behalf of weak governments and communities. There were 56 missions conducted by UN peacekeepers between 1948 and 2018 (UN, 2018).

UN peacekeepers were first dispatched to monitor and discourage local police infractions inside the operational area (UNPOL). The UNPOL's job was to

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ensure that no cases of abuse happened due to miscommunication during the war. UNPOL was deployed as part of the attempt to improve UN Peacekeeping after the UN Brahimi Report identified the UN civilian Police system as a weakness in UN peacekeeping operations in 2000. This was done so that the UN could better meet its promises to prevent conflicts. The United Nations (UN) ordered that police play a more direct role in preserving peace and order and that they sometimes fill in for local civilian police, who were usually adequate.

As a consequence, the United Nations' need for UNPOL staff members skyrocketed (Ndulo, 2011). Africa has always played a pivotal role in United Nations and non-UN peacekeeping operations. To maintain its emphasis on the rule of law in conflict zones, the United Nations (UN) has established that African governments must send military and police troops (Ndulo, 2011). Since 1995, the number of United Nations police officers has more than doubled, and as of March 31, 2011, the authorised force was over 17,500. From 348 (7.4%) in June 2003 to 2,406 (25.2%) in May 2007 (Levine, 2008), the number of African states contributing to UNPOL has grown dramatically in both amount and percentage.

Ghana has made great promises and commendable efforts as a United Nations member state to supply military soldiers, police officials, and civilians to join peacekeeping missions. Ghana deployed 301 police officers and 2,180 military men to different UN missions in May 2018, according to UN Reports on Military and Police Personnel Contributions. Ghana is Africa's fourth-largest contributor to the United Nations peacekeeping force. Since the 1960s, Ghanaian police and military personnel have participated in UN peacekeeping operations. Ghana's first

UN mission was the Congo (ONUC) operation, which has seen over 80,000 GAF and GPS troops enlist and serve in over thirty (30) UN operations since then. Ghana's most recent contribution to the peacekeeping force comprises the deployment of personnel, the supply of an engineering firm, and the supply of the sole military aviation unit to the United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA). For more than two decades, Ghana has been a top 10 contributor. Ghana ranked eighth as of 30 September 2015, with a total of 3,247 peacekeepers, including 353 police officers, 2,820 troops, and 74 military specialists. Currently, the country is rated fourth among the top ten UN contributions (Aning & Aubyn, 2017).

Ghana's significant commitment to UN peacekeeping is not without costs. It raises the issue of international migration and the notion of left-behind families. Deployed people travel to places they are needed to keep the peace for a short period before returning home. Some people remain for years, while others stay for a few months. Sadly, some peacekeepers deployed to assist in maintaining peace end up losing their lives. While working for a great cause, the devotion and commitment of this security personnel create conditions that cannot be emphasized. They leave behind dependent families, and in the worst-case scenario, communication and other modes of contact are disrupted due to poor network conditions at their deployment sites (Newby et al., 2005).

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Conceptual Framework

The conceptual framework is the researcher's spatial or visual depiction of the variables (the dependent and independent variables) acting within the context of the study issue under consideration. A conceptual framework fosters collaboration among the study's primary factors. The researcher created a more precise model of significant events than had previously been accessible for attempting to tackle the study challenge. The framework encompassed the study's philosophical base, which included both the ontological and epistemological aspects of the study, and it served as the foundation for the research technique.

The researcher created a concept graph representing the issue under examination and is shown in Figure 2.2 below. According to the principle of empowerment, improving women's status might result in better UN peacebuilding.

Camp (2001) defines a conceptual framework as a hypothetical description provided by the researcher as an integration of the study's central concepts and theme, theories supporting the study, empirical evidence, and the researcher's understanding of the subject to organize and communicate the natural progression of the phenomenon being studied. Figure 2.1 below presents the conceptual framework proffered to underpin this study. The conceptual framework of this study proffers five premises. Firstly, women empowerment in the GAF and the GPS impacts the outcomes of UN peacebuilding operations. Secondly, the determinants of women empowerment from the perspective of the UNPB influence women empowerment as promoted by the GAF and GPS. Thirdly, women empowerment impacts the outcomes of UN peacebuilding operations. Fourthly, the challenges

encountered by the GAF, GPS, and the UN in empowering women negatively affect the outcomes of UN peacebuilding processes. Lastly, synthesize an improved women empowerment system for enhanced United Nations Peacebuilding.

The matrices used in examining women empowerment in the GAF and GPS by the study were deployment opportunities, education/career advancement, participation in UN Peacekeeping Missions, economic power, and gender policy. Having assessed women empowerment in the GAF and GPS, the study further examined the determinants of women empowerment. The determinants used in examining women empowerment in the GAF and GPS by the study were access to education, decision making, Economic freedom, and access to healthcare. The parameters used in analysing the challenges of women empowerment by the study were financial constraints, skills and know-how constraints, ignorance of peacebuilding, deployment opportunities, the psychological pattern of society, the psychological pattern of women, and local receptivity of women empowerment policies. Finally, the metrices for analysing the effects of GAF and GPS' women empowerment on UN peacebuilding processes had all been advanced conflict resolution, improved security systems, evidence of enforcement of women rights, increased women in leadership positions, decreased children and women in armed conflict, and DDR.

The theoretical backing for the study was taken into consideration when selecting the research topic which equally reflected in the literature review and also aided in the structuring of the study's conceptual framework.

Effects of women empowerment

-Improved conflict resolution

-Improved security systems

-Evidence of enforcement of women's right

-Increased women in leadership position

-Reduction in gender-based violence

Determinants of Women Empowerment

-Access to education

-Decision making

-Leadership roles

-Economic freedom and contribution

-Rights to access to opportunities and resources

-Right to determine choices

-Right to control their lives

Women Empowerment

United Nations Peacebuilding

Indices of Success

-Sustainable peace

-Post conflict reconciliation

-Restoration of state institution

-Rule of Law

-Progress on resettlement

-Women's practical needs and strategic interest are addressed

-Sustainable development

Content of Women Empowerment

-Social Empowerment

-Economic Empowerment

-Political Empowerment

-National Empowerment

-Cultural Empowerment

Figure 2: Conceptual framework for women empowerment on United Nations Peacebuilding
Source: Researcher's construct, 2021

CHAPTER THREE

METHODOLOGY

Introduction

This chapter explains the procedures used to conduct the study. Background information about the research issue, the philosophy used to guide the research, and the philosophy adopted is provided in this chapter. This chapter also covers the study's design, demographics, sample, sampling method, data sources, data collection tools and procedures, data processing, and data analysis. The project's quality assurance and control, pre-testing, field activities, challenges faced, data processing and analysis methodologies, and ethical concerns are covered in the chapter's conclusion. The total approach to the research process, including the theoretical and philosophical foundations as well as the data collecting and analysis, is known as the research methodology (Hussey & Hussey 1997).

Research Philosophy Adopted for the Study

Bell et al. (2019) state that the research method and the findings are influenced by the researchers' underlying philosophical views. Philosophical considerations are included in research paradigms for the social sciences. According to Scotland (2012), the foundations of each research paradigm are ontology and epistemology. Every supposition, however, is purely conjectural. Therefore, the philosophical notions of any research paradigm are hard to prove or disprove. The philosophical assumptions about reality and knowledge underpinning the distinctive research approach that each paradigm represents are

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reflected in the specific methods and tools used within that paradigm (Scotland, 2012). Research philosophy may be broken down into positivism, interpretivism, and critical postmodernism, as described by Gephart (1999). He stated that this three-fold categorization is perfect for research since there is no one best approach to perform it. Although positivism and interpretivism are often seen as competing philosophies, Cooper & Schindler (2011) noted that both may provide a solid basis for research techniques in the social sciences. The various philosophical positions are explained, and justification is provided for selecting the ones used in this study.

Positivism

According to Bryman (2012), the positivist research paradigm holds that genuine occurrences may be seen empirically and rationally explained; hence positivism is an epistemological foundation best fit for the natural sciences. Saunders (2017) stated that under positivist research, emphasis is placed on structured and systematic research methods, emphasising data collection methods. In effect, the researcher is independent of the research subject. Remenyi (1998) mentioned that research under these philosophical assumptions produces results in the form of theories and policies that take the form of physical and natural sciences. It further emphasised that society believes that knowledge not produced by positivist thought is unscientific and not valid. Some proponents of the positivist assumptions claim that positivism makes use of quantitative data (Saunders et al., 2017; Lincoln et al., 2011; Guba & Lincoln, 2005). Saunders et al. (2003) also mentioned that in some cases, qualitative research can also adopt this approach, stating that the data from such study will be reliable as methodologies use existing theory to hypothesise and statistically analysed. This research adopted the positivist

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approach as it is mixed research using both qualitative and quantitative data for its analysis. How research validity and reliability were well explained. Theories were used to explain the relationship between the dependent and independent variables as well as other associated variables in the research. This position is supported by Saunders et al. (2012) conceptualisation of positivism as it involves the use of quantitative data and, in some other cases, qualitative data. The research collected quantitative data through the distribution of questionnaires following the research process and the methodology. This led to the testing of the research hypothesis. The fundamental criterion for determining the validity of the researcher's theory-based statements is compatible with the data acquired was done.

Interpretivism

Interpretivism is the interpretation of research features by researchers; hence, interpretivism connects human interest to the subject of study. Therefore, interpretivism holds that social constructions like language, consciousness, shared meanings, and tools are the sole means by which one can access reality (given or formed socially) (Saunders et al. 2017). The emergence of the interpretive philosophical component is founded on the social sciences' critique of positivism. As a result, this philosophical component favours qualitative research over quantitative research (Collins, 2010). Interpretivism and qualitative research are concepts that are sometimes used interchangeably. Others interpret the ancient word to mean any methodology in the human sciences that does not take a rational approach to research. Interpretivism is linked to the philosophical assertion of idealism. It refers to various research approaches that reject objectivist viewpoints,

such as social constructivism, phenomenology, and hermeneutics (Collins, 2010). According to the interpretative method, to see the distinctions between individuals, the researcher must participate as a social actor (Saunders et al., 2015). Saunders et al. (2012) assert that using qualitative data requires transcribing and making meanings out of the data collected. This research also collected qualitative data through focused group discussion on respondents' views of women empowerment and United Nations peacebuilding. Hence the researcher used the interpretative approach to make meaning from the discussions during the data collection.

Brief Profile of the Ghana Armed Forces

The GAF was formed in 1957 and composed of the Ghana Army, Ghana Navy, and the Ghana Airforce. However, this study focuses on the personnel in the three services. In line with the Republic of Ghana's constitution, the Republic's President is the Commander-in-Chief (C-in-C) of GAF (Asare & Prempeh, 2010). The GAF is administered by the Minister for Defence and the Chief of Defence Staff is responsible for the operational management. The Head of the Ghana Army is the Chief of the Army Staff (COAS). General Major Thomas Oppong Peprah now serves as the Army's Chief of Staff. Now three commands make up the Ghana Army (GA): the Southern, Central, and Northern Commands. Accra serves as the headquarters for the Southern Command, Kumasi for the Central Command, and Tamale for the Northern Command. The Ghana Army was reorganised in 2000 from a system of three brigades to a system of two commands (GAF, 2019). The Chief of Naval Operations is Rear Admiral Issah Yakubu. Two naval commands, Eastern and Western, make up the Ghana Navy (GAF, 2021). Air Vice Marshall

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Frederick Asare Kwasi Bekoe was recently chosen by the President of the Republic of Ghana to lead the Ghana Airforce. Air Force Base Accra, Air Force Base Takoradi, and Air Force Base Tamale are the three facilities that make up the Airforce.

Brief Profile of the Ghana Police Service

In 1821, Captain George Maclean assembled 129 soldiers to uphold and execute the terms of the "Treaty of Peace." This marked the beginning of policing in the area. (Teku, 1984). But before that time, local shepherds and leaders used the services of unpaid messengers to carry out police responsibilities and preserve law and order. The Civil Police, which eventually became the Ghana Police Service, was formally established in 1894 when the police legislation was passed. Separating the police force into the General Escort, Mines, and Railway Police was made official by the Police Amendment Ordinance of 1904. Although the Marine Police were established in 1916, they were discontinued in 1942 and the Customs Excise and Preventive Service took their place. It was in response to the riots of 1948 that the Criminal Investigation Department (CID) was established in 1921. There are now 25 police national administrative areas in the GPS, with 7 regions newly added: Ashanti North, Ashanti South, Eastern North, Eastern South, Volta North, Western Central, and Central North Police. According to the Police Service Act, 1973 (Act 350), the GPS's mandated responsibilities include, among other things, the prevention and detection of crime, the capture and prosecution of criminals, the preservation of law and order, and the faithful execution of the law.

Ministry of the Interior (MoI) 2020 states that the GPS is overseen by the Minister of Interior and the Inspector General of Police.

Research Design

A research design, according to Labaree (2009), is a group of techniques used to tie all the elements of a study together in a way that makes sense and contributes to addressing the research question. According to Labaree (2009), study design outlines the strategy for gathering, gauging, and analyzing data. "Research design" is "the logical and systematic plan and procedures adopted to answer the research questions and assumptions from data collection or observation to analysis," according to Creswell & Creswell (2017).." Research designs such as description, explanation, and exploration were discovered in the study. Jalil (2013) adds other research types beyond the three described by Creswell and Creswell (2017), including randomised controlled trials, quasi-experimental studies, meta-analyses, reviews, and correlational studies.

By illuminating the connections between the problem's components, descriptive research helps to define and explain a phenomenon of interest. Williams (2007) argues that descriptive studies answer WHY, WHEN, WHO, and WHAT questions. Researchers conduct explanatory studies to determine what factors contributed to a certain result. As defined by Creswell and Creswell (2017), explanatory research provides a more thorough explanation for phenomena or issue than descriptive research. That is why it seeks an explanation for everything. According to Labaree (2009), exploratory research is an investigation into a previously unexamined phenomenon to formulate hypotheses, assess ideas, and

learn more about the subject. Kowalczyk (2015) categorises descriptive studies as either case studies, surveys, or naturalistic observations. According to Alpi and Evans (2019), a survey is a kind of descriptive study that carefully examines a topic from several angles.

The research method is quasi-experimental, and it makes use of both quantitative and qualitative techniques. These methods are selected to meet specific requirements for various applications while staying true to the underlying data type and analytical strategy. The study design specifies the parameters within which data will be collected and analysed and the methods that will be allowed.

This study employed an exploratory and descriptive case study design with a mixed-method approach to investigate the effects of women empowerment on UN peacekeeping. An exploratory study investigates a phenomenon by attempting to comprehend it by developing a hypothesis, analysing the concepts, and getting insights into the phenomenon (Yin, 2017).

The study used an exploratory approach to comprehend concepts of women empowerment and peacebuilding within the context of the GAF, GPS, and UN peacekeeping; descriptive research attempts to explain a phenomenon by clarifying and expanding on its links and qualities (Yin, 2017). This study is descriptive because it seeks to assess the relationship between women empowerment in the GAF, GPS, and UN peacekeeping, by describing initiatives and events within the GAF and GPS aimed at empowering women and the effects of these empowerment initiatives on UN peacebuilding. The study is a case study research design (focused on women empowerment in the GAF and GPS), which Yin (2011) defines as a

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detailed and empirical investigation that explores phenomena in a real-life environment.

Data Types and Sources

Primary and secondary sources of data were employed in the conduct of the study. The respondents of the study served as the source of primary data for the study. The primary data were analysed to answer the objectives of the study. The sources of secondary data for the study included annual reports from the Ghana Armed Forces, the Department for International Development, the Organisation for Economic Cooperation and Development, International Alert, the Global Reporting Initiative, the United Nations Development Programme (UNDP), UN Peacekeepers, the World Bank, and International Monetary Fund, UN Women report, Global gender report. Also, journals, articles, online materials, and excerpts of conferences on women empowerment and peace building were used to augment the data from the reports. The secondary data served the purpose of the literature review, the source of information for designing the data collection instruments, and also as a guide in interpreting and discussing the analysed primary data.

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Choice of Sample

Population

The target population of the study is the personnel in the Ghana Armed Forces, the Ghana Police Services, and the officials involved in the UN peace-building operations. Given that the study focuses on women empowerment, preference will be given to female officials of the GAF, GPS, and the UN in the Greater Accra Region (GAR) of Ghana. In addition, the views of security experts and academics were sought to ensure that an unbiased perspective of the subject under study is obtained. For methodological considerations, the choice of GAR was strategic. The GAR serves as a training facility for both military and police peacekeeping personnel. Similarly, the offices of UN organisations in charge of peacekeeping and women empowerment are in the capital city.

Sampling Frame

Although the GAF, GPS, and UN Peacebuilding personnel were all included in the sample frame, most of the focus was on the women serving in these roles because of the nature of the research question.

Sample Size Determination

The GAF, GPS, and officials participating in UN peacekeeping were among the security agencies sampled from the country for the research. The officers were selected at random from the various security organizations. That is, the study included every officer in the specified security agency.

A sample describes a group of individuals, objects, or items that are taken from a study population for the research. Samples are subsets of the large

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population and supposedly possess all the characteristics of the population, hence, findings precipitated from samples usually apply to the larger population. The rationale for using a sample instead of the whole study population is that some study populations are too large to partake in a study, given the limited time and resources available.

However, Traskin and Small (2011) warn that for the generalizability of the results prompted by research, the sample should be representative of the studied population. The sample size refers to the actual number of people who were chosen at random to take part in the research. The characteristics of the population, the purpose of the study, and the available resources all play a role in determining the size of the sample. The sample size was calculated using Slovin's sample size formula. The determination of the sample size is illustrated below:

$$n = \frac{N}{1 + Ne^2}$$

Where **n** = the desired sample size

N = total population

e = the precision level desired or error margin which is set at $\pm$ 5%

For the study, substituting the values into the formula gives

For Ghana Armed Forces   =

$$n = \frac{3000}{1 + 3000(0.05)^2}$$

n = **353**

The sample size was therefore **353.**

For this study, a sample size of 353 people was used. This amount was determined based on Sekaran and Bougie's (2010) warning that an exceptionally large or tiny sampling size is not suited for producing a decent result. The formula used to calculate the sample size for the study is shown above. The sample size of 353 from the GAF and GPS was used.

When using the Slovin formula for sample size, you must first determine your desired level of confidence. For example, you might want a confidence level of 95% (giving you an alpha level of 0.05), or you might need better accuracy at a confidence level of 98 percent (alpha level of 0.02). The current study employed a 95% confidence level.

Sampling Technique

The sample was chosen using both probability and non-probability sampling approaches. This strategy is allowed because the study used mixed-method research (Creswell and Creswell, 2017). Purposive and convenient sampling techniques were used to select this study's target sample. The study objective was to examine the effect of women empowerment on UN peacebuilding; hence, the purposive sampling technique was employed to allow the researcher to use his discretionary prowess in sampling respondents for the study. Combining the purposive sampling strategy with the convenient sampling method enables the researcher to sample and collect data from respondents at times and places that are practical for both the researcher and the respondents. This was necessary because female personnel and officials of the GAF, the GPS and the UN, who are the primary target of the sampling process, are scarce relative to their male

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counterparts. Therefore, sampling the female personnel and officials of both security service and the UN was done at a suitable time.

The study has a plethora of unnecessary factors. The optimal location for the research was:

a. Those extraneous variables do not exist; or

b. It was homogenous if an extraneous variable occurred.

Conditions are entirely unreachable in this inquiry. The lack of such a setup to choose the sample does not rule out the feasibility of the investigation. The ideal was attempted to be approached. The social sciences often use this technique as well. The influence of the extraneous variable must be as modest as feasible to provide a suitable degree of validity and reliability. In addition, their visibility on the site should be as consistent as possible. Greater Accra Region was chosen for sample purposes. This was done to limit the impact of extraneous factors and attain a degree of uniformity. The security sections were carefully chosen. Every officer assigned to UNPB activities in the chosen security sector was likewise chosen. Others were chosen to round out the number for their convenience (for example, male officials). The census was used to choose the authorities participating in UNPB activities. That is, all GAF and GPS personnel were given questionnaires to complete. Furthermore, all authorities engaged with the UNPB were interviewed.

Data Collection Procedure

The data compilation process for this study involved several key methods and steps, which were meticulously carried out to ensure accuracy and reliability. These steps included:

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To initiate the data collection process, the research team secured an introduction letter from the school, which formally sought clearance from the Ghana Armed Forces (GAF) and Ghana Police Service (GPS). This letter served as the initial step in gaining permission to proceed with data collection through questionnaires and interviews.

Prior to obtaining written clearance and electronic engagement with respondents in the UN mission, the research team was invited for interviews by representatives from the GAF and GPS. These interviews helped establish a clear understanding of the research objectives and intentions. Questionnaires were distributed in both hard copy and electronic formats. Personnel who were undergoing pre-deployment training, as well as those already deployed on UN missions, were targeted for data collection. This ensured that a comprehensive and diverse set of perspectives were included in the study.

To delve deeper into the research objectives, a focus group discussion was conducted. This discussion involved the female engagement component of the Battalion under pre-deployment training, including their male counterparts. The participants were organized into five groups, each comprising ten members for the GAF and two groups with five members each for the GPS. These discussions allowed respondents to collectively respond to questions related to the study's objectives. As the paper versions of the surveys were completed by respondents, they were returned to the research team for analysis. Remarkably, there was a perfect response rate, with all 353 surveys returned. This high response rate indicated a strong commitment from the participants. The data collection process

spanned over 14 months, commencing from November 2021 and concluding in December 2022. This extended period allowed for a comprehensive and thorough data collection process. Follow-up discussions and clarifications were conducted as needed, ensuring that the collected data was well-grounded and accurate.

In summary, the data compilation process employed a combination of interviews, questionnaires, focus group discussions, and meticulous follow-up procedures. These methods were implemented diligently to gather valuable insights from the participants, ultimately contributing to the robustness and credibility of the study's findings

Data Collection Methods

Qualitative Research Methods

The interpretive ethnography method was employed as the primary qualitative methodology in this study. This was used because it aids in eliciting participants' in-depth understanding of their interactions with their social contexts and how they generate their reality (Dressen-Hammouda, 2012). Semi-structured interviews, Focus Group Discussions (FGDs), and observation are among the approaches employed by the researcher.

Semi-structured Interview Guides

The open-ended semi-structured interview was used because it aided in gathering specific information from the GAF and GPS on many facets of women empowerment and in tailoring members' replies to the study's primary objective (Bryman, 2014; Creswell, 2017; Veal, 2011). Furthermore, an open-ended semi-

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structured interview was used since it allowed the researcher to examine the numerous subjects that needed to be investigated while also allowing the interviewees to bring their perspectives to the table (Willis, 2006). Since an open-ended semi-structured interview enables the interviewer to prod or encourage the interviewee if they desire more information or find what the interviewee is saying interesting, it was the kind of interview employed by the researcher. Using this method, the researcher might ask the interviewee follow-up questions or explore a new line of inquiry based on the responses they received. With the respondents' permission, recorders were utilized to capture the conversations. Due to the study respondents' busy schedules, the interviews were conducted via personal interviews, email, WhatsApp video calls, and telephone conversations. Questions were pursued until a suitable answer was obtained.

An open-ended semi-structured interview with some of the GAF, GPS, and academics with in-depth knowledge of the topic under research was performed to reach the study's first objective. The interviews were done to provide the researcher with detailed information about the subject under investigation. It also aided in the discovery of additional valuable material in support of areas of interest (Bryman, 2014). Furthermore, Teye (2012) emphasizes the necessity of performing semi-structured interviews in research, claiming that interviews assist in obtaining the viewpoint of the person being interviewed without anyone imposing notions on the interviewee's mind.

However, the use of open-ended semi-structured interviews was difficult because it took a long time. After all, answers to some questions had to be explored

numerous times before obtaining a suitable answer. Furthermore, the responses were subjective (Bryman, 2012), making it difficult to verify whether the answers supplied were correct. Bryman (2014) warns against the error of 'descriptive excess' in qualitative research, in which the amount of information overwhelms or prevents data processing. Again, because interviews allow respondents to express their views, which are sometimes defined as ad hoc, the responses were more subjective to be scientific.

Furthermore, conducting interviews allows for freedom and does not adhere to any predefined protocols. As a result, the researcher had to rely on his judgment to identify what was useful or noteworthy from the interviews (Bryman, 2014). Furthermore, because the interviews were done with a small number of crucial respondents, generalizing the entire population would be difficult or unjust (Bryman, 2014).

Focus Group Discussions (FGDs)

Another strategy utilized to acquire primary data was the employment of focus groups, which were designed to determine how individuals could debate their opinions about the topic under investigation in a social situation (Teye, 2012). FGDs provided a forum for understanding the perspectives of individuals within a group. This allowed the researcher to crosscheck the information from the security expert's survey and members to debate their perspectives, motivations, and thoughts on the concerns (Creswell, 2017). This strategy aided the researcher in generating rich data for the study.

FGDs were held in each of the three groups. Two focus groups were held in each group, one for males and one for females. The separation of the groups was done to allow each group to feel free to express their opinions (Teye, 2012). This was advantageous since the women were able to explain themselves more clearly and provide more specific information for the study. Each group had seven people in it, including the interviewees. In each of the FGDs, the researcher served as the moderator. The researcher obtained the members' permission to record the discussions.

Observation

There are numerous types of observations, and they can be structured or unstructured, according to Beazley and Ennew (2006). Unstructured observation always occurs every day, but structured observation "occurs after patterns have been identified and must be verified (Beazley & Ennew, 2006). The researcher observed the officers sent on peacekeeping missions to see whether or not women were involved. The researcher also examined the presence or lack of mutual regard among the respondents to confirm the conclusions from the questionnaire, interviews, and focus groups. Because certain activities take place in a short period, both structured and unstructured observations were utilized. Structured observation is a qualitative research method used extensively in the social sciences for quite some time. It is the method wherein an objective researcher observes and documents a phenomenon in its native setting (Veal, 2011).

A structured observation at the GAF, GPS, and academics with in-depth knowledge of the topic under research was performed to reach the study's first

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objective thus the state of women empowerment in the United Nations Peace Building. The researcher captured patterns seen in the field and utilised a research diary. Unobtrusive approaches, such as using one's own eyes, still photographs, and films, were used (Veal, 2011).

Quantitative Research Instrument

Questionnaire Design

The questionnaire-based survey was the primary quantitative research technique used in the study. The questionnaire was used to generalize about the population being investigated. According to Creswell (2017), conclusions about the population's features, behaviour, and attitudes can be established. The information the questionnaires aimed to elicit covered the study's remaining four objectives. The questionnaires for the study were distributed to over 250 members of the GAF, GPS, and UN peacekeeping officers. The first segment featured respondents' background information, while the second covered determinants of women empowerment in UN peacekeeping. The third component sought information on the impact of women's empowerment on UN peacekeeping. The four sections also gathered information on the obstacles to women empowerment in UN peacekeeping. The final segment was going to synthesize better women empowerment in UN peacekeeping.

There were both closed and open-ended questions on the form. The open-ended questions let respondents provide information on their replies to specific issues, while the closed-ended questions were used to customize respondents' responses to meet the study's aims (Creswell, 2017). The questionnaires were given

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to women working for GAF, GPS, and UN authorities. The researcher explained the questionnaire items to the respondents in Akan, the local language spoken and understood by the majority of respondents. The questionnaire was given face-to-face so that the researcher could explain the issues to the respondents and get them to commit to the questionnaire (Veal, 2011). The questions were thoroughly explained to ensure that responders understood them. Each respondent took an average of 30 minutes to complete the questionnaire. Repeat visits were made until contact was achieved with the person if the respondents were not present during the visit.

With 50 respondents, a pilot study of the questionnaire was conducted within GAF and GPS. According to Grimm (2010), pre-testing is particularly important in surveys since it helps to eliminate errors and increases data quality. The goal of the pre-test was to get a good notion of the challenging regions where respondents may need more clarification, as well as the type of phrasing that must be utilized to improve respondents' understanding. Furthermore, the pre-testing of the questionnaire assisted the researcher in estimating the time required for a responder to complete a questionnaire. It also assisted the researcher in removing unnecessary elements and clarifying some of the items (Grimm, 2010). It also aided in the operation of the EFA by maintaining a pool of things that best define the constructs.

Data Processing

The data collected were cleaned, edited, coded, data files made and entered into SPSS. The data processing involved the following.

i. The questionnaires for each security sector were corrected, categorized, and classed according to the security sector.

ii. The security sectors were assigned codes.

iii. The information was entered into the SPSS v26.0 program. Name, data type, measurement, decimal places, labelling, and columns were processed. The acquired data were presented in means, standard deviations, figures, and tables to facilitate comprehension. Key informant interviews were conducted semi-structured, and the resulting data were recorded, transcribed, and manually analysed.

Data Analysis

Data analysis matrix and Data analysis narrative, model specification, and grounded equation modelling made up the data analysis matrix.

Data Analysis Matrix

The data analysis matrix made up of framework of analysis and technique of analysis is put into tabular form in rows and columns, as shown in Table 3.1 below.

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Table 4: Data Analysis Matrix

Specific objective	Framework of analysis	Technique of analysis
To describe the state of women empowerment and the UN peace building.	Descriptive	Descriptive statistics. Scenario building Content analysis
To assess the determinants of women empowerment.	Comparative	Descriptive statistics Regression analysis
To evaluate the effects of women empowerment on UN peace building.	Correlation	Descriptive statistics Regression analysis
To analyse the challenges of women empowerment in the United Nations peace building process.	Comparative	Descriptive statistics Ranking analysis
To synthesise an improved women empowerment system for enhanced United Nations Peacebuilding.	Synthesis	Modelling system improvement

Source: Researcher's construct (2022)

Data Analysis Narrative

The study subjects were addressed using the appropriate analytic methodologies in line with the research matrix presented in Table 4. The objective 1 was to describe the state of women empowerment and the UN peacebuilding, and descriptive analysis framework was employed, and descriptive statistics as analysis technique.

The Comparative analysis framework was used for objective 2, which aimed to assess the determinants of women empowerment. The technique of analysis were descriptive statistics and regression.

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Objective 3 aims to evaluate the effects of women empowerment on UN peace building employed correlation as framework of analysis and descriptive and regression as analysis technique.

Objective 4 seek to analyse the challenges of women empowerment in the United Nations peace building process. Comparative was used as framework of analysis and the technique of analysis used were descriptive statistics and ranking.

Objective 5 aim at synthesising an improved women empowerment system for enhanced United Nations Peacebuilding, hence synthesis was used as framework of analysis and the technique used was system modelling method.

Model Specification

To demonstrate the relationship between Women empowerment and United Nations Peacebuilding, multiple linear regression analysis was used. In the study, regression analysis was used to determine whether Women Empowerment affect United Nations Peacebuilding.

$Y = f(X1, X2, X3, X4, X5, X6, X7.......)$

$Y = \beta0 + \beta1\ X1 + \beta2\ X2 + \beta3\ X3 + \beta4\ X4 ++ \beta5\ X5 + e$………………….....

Where;

Y   =   Determinants of Women Empowerment

X1   =   Access to education

X2   =   Decision making

X3   =   Leadership roles

X4   =   Economic freedom

X5   =   Rights to access opportunities and resources

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X6   =   Right to determine choices

X7   =   Right to control their lives

β0, β1, β2, β3 = Regression coefficient

Modelling System of Improvement

The modelling system of improvement is a critical in establishing relationship between the dependent and the independent variables. This was used as a system to improve the researchers understanding of the data collected, the data quality, data collaboration, and enhance efficiency. The researcher employed grounded theory and structured equation modelling (SEM) to analyse the effect of women empowerment on United Nations peacebuilding (Hair et al., 2014). The modelling helped the analysis by integrating numerous methodologies that allowed to efficiently analyse the qualitative data collated. It modified the conventional theory of the development process of hypothesis testing. To achieve this, data collection as the initial phase was established to ensure that theory and data are related. When evaluating the data results against the researchers' prior expectations, the researcher stays in close contact with the facts. In doing that, the facts supported the analysis rather than being built on conjecture. Then, utilizing theories based on the theory was put to the test. It is an inductive method; hence it uses a constant back-and-forth assessment of the specific parts of the analysis and the data.

There are no hidden theoretical ideas waiting to be uncovered by the data, as suggested by the grounded theory. It means that there is empirical evidence to back up the theory. The researcher developed and refined classifications to describe what was ultimately determined to be the most salient features of the data. Since it

enables the user to either gather all the data and then analyse it or execute analysis on the collected data, it proved valuable throughout the analysis phase. According to Chun Tie, Birks, and Francis (2019), the data obtained was processed, plotted, and classified according to key topics and themes during the analysis. This involved a five-step process:

    i.   familiarization;

    ii.   identifying a thematic framework;

    iii.   indexing

    iv.   charting; and

    v.   mapping and interpretation

The term "familiarisation" is used to describe the researcher's process of reading over and getting a feel for the data acquisition transcripts. The investigator kept track of overarching ideas and recurring themes throughout the process. The interrelationship model of women empowerment was developed using Grounded Theory.

Quality Assurance and Control

Reliability

The study's findings were trustworthy since they were derived using tried-and-true quality control measures. The findings may be used by authorities, NGOs, CBOs, and others in the policymaking and decision-making spheres. It provides steps in addressing the problem of women empowerment and its influence on UN peace building because the study proposed plausible recommendations based on

the outcome of the study in addressing challenges of women empowerment which has implications for UN peace building, from the perspective of women in the GAF.

The Cronbach Alpha Coefficient is an enhanced form of the Kuder-Richardson (KR20) formula. Cronbach Alpha was used because:

1. Internal consistency can be achieved with just one administration of the instrument.

2. It is used to determine the dependability of items that are not rated correctly vs incorrectly, such as the instrument used in this study to elicit respondents' opinions.

The formula for calculating Cronbach Alpha Coefficient (α) is

$$\alpha = (\frac{k}{k-1})(1 - \frac{\sum s_i^2}{S_{x^2}}), \text{ where}$$

$S_{x^2} = \frac{\sum(x-x)^2}{N}$), is the variance of the obtained scores of the instrument;

S_{i^2}= variance of the scores of each variable or item;

k= number of items on the schedule; i.e., 66.

X= the raw score; i.e., the scale ranking for each item. The scoring is not done on a correct or wrong basis.

$X = \frac{\sum X}{N}$; the mean of the distribution.

N= number of cases in the distribution.

To perform these computations, the SPSS v 26.0 (Statistical Package for Social Sciences) was used. The same elements that render study findings invalid also render the findings untrustworthy. Therefore, when invalidation variables were examined, the result's dependability was raised.

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Validity

The study used reliable and authentic sources and did not plagiarise or duplicate content from any previous study on the same subject by the author, with the exception of studies specifically cited in the references. To prevent academic dishonesty or plagiarism, the researcher always gives credit where credit is due and provides citations for anything that is not entirely original to the researcher. Both the internal and external validity of the instruments utilised were evaluated. The researcher's superior officers who have taken UN appointed before and those in current duty tour, colleague's military officers, police officers, and both soldiers and police officers who have participated in UN peacebuilding missions confirmed that the study made sense at first glance and was good for research. On the other hand, serving and retired military officers serving in managerial positions in the United Nations and gender focal point officers decided on the content validity by bringing the UNSCR 1325 into contest. They used their superior knowledge and experiences serving in various capacities in the UN as a guide to check the validity. The categories of experts mentioned had a lot of experiences in UN Peacekeeping, UN Peacebuilding, UN staff officer duties, and Observer duties. It was also led by the Ghana Armed Forces gender focal point officer serving with the United Nations United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA) and the officer in an acting capacity in Ghana. The decision to include and solicit their guidance was based on what Peppers (2002) said: when designing a study, any quantitative researcher should pay attention to validity and reliability. Galanis (2013) also emphasized that the validation of instruments by

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others is an effective way to develop the content of the research instrument. To effectively describe the relationship between variables to measure and data, validity helps to establish the relationship and connection. Content validity explains that the topic under study meets the key requirement by covering all variables. In this contest, content validity is good if the instrument has a sample that is a good representation of the research population. This helps to also improve expert judgment, as stated by Borg and Gall (1985), that the validity of an instrument improves expert judgment and ensures that the researcher prepares the necessary research document in close consultation with the subject matter experts and supervisors. Kothari (2004) added that research content is validated when all tools required for measurement cover the topic.

Replicability

To generate credible work that might contribute to policymaking for development, future researchers interested in the issue can follow or adapt the scientific processes and approach utilised in this study. This is because the scientific steps and methods used for conducting this study are explicated in chapter three of the research titled; research methods.

Ethical Considerations/Issues

Moral instruction is essential in any occupation. As shown by Kumar (2020), ethical codes have developed through time to reflect society's changing ethos, values, needs, and expectations. On this basis, an informed agreement was solicited from each participant once the study's goals and methods were explained. Before giving out questionnaires to responders, we ensured we had clearance from

the GAF and the GPS. Before collecting primary quantitative data on the issue, respondents consented to participate in the research.

Profile of Sampled Respondents

This study's population is a well-defined group or set of persons who share specific traits that designate them as officers in security services. The conclusions of the research project were to be applied to a larger sample. The study's target population is the group to whom the study's findings are applied; therefore, all GAF GPS security officers in the Greater Accra Region are included. On the other hand, the approachable population is the real population of GAF and GPS officers to whom the study's conclusions may be generalised. Everyone in the sampling frame was included in this.

The purpose of analysing these variables was to show evidence of a link between these characteristics and the replies provided by survey participants. Using Excel 2016 and SPSS v26.0, the various findings were presented in charts, frequency tables, and percentages.

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Gender of Respondents
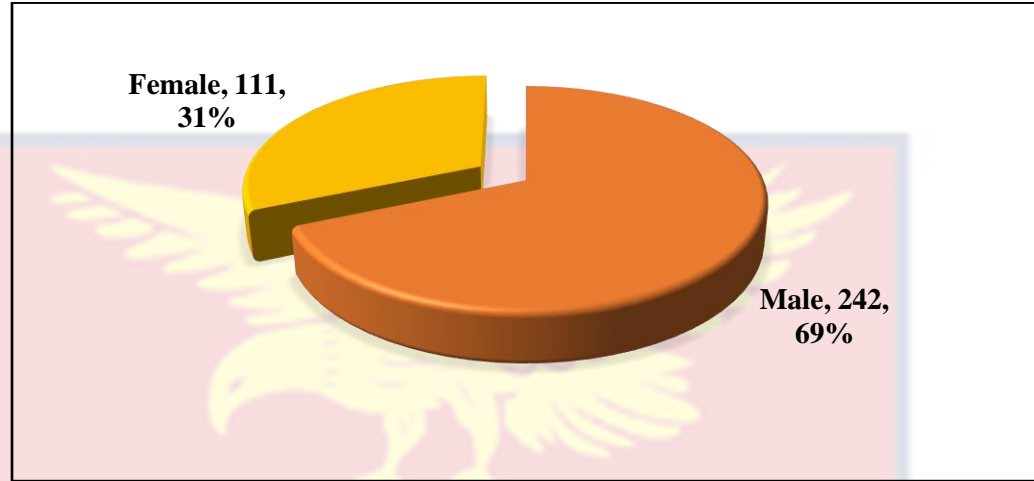
Figure 3: The Gender of Respondents for the Study
Source: Field Data, 2022

A sample of 353 respondents was used for the analysis, and both males and females are represented. Respondents were asked to indicate their gender. The purpose of asking the respondent's gender is to discover the specific responsibilities that men and women perform in traditional Ghanaian culture even though the study was specifically on women empowerment. To determine if there was a significant correlation between the respondents' gender and the research topic, it was necessary to identify the gender of the respondents. The respondents' gender breakdown is shown in Figure 3 above.

According to the survey, it was revealed that out of the 353 respondents sampled for the study 242 which corresponded to 69% of the respondents were male and the remaining 31% (111) were females. At the current rate, it will take decades for UN peacekeeping to achieve the goals outlined in Resolution 2242 and the Secretary-Gender General's Parity Strategy. The low proportion of women in UN peacekeeping soldiers and police parallels the low proportion of women in our

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member countries' security forces (UN Peacekeeping, 2019). Ghana has a sex ratio of 1.04 (16,782,041 men to 16,204,512 women) (Countrymeters, 2022). This explains why male dominance is greater than female dominance. The findings show that male respondents were more than females. These findings did not affect the quality of the study as the male proportion in Ghanaian military service is more than the female officers. This shows that there was little disparity in data collection because both genders' perspectives were fairly represented. It also indicated that males did not entirely control the area under study.

Age of Respondents
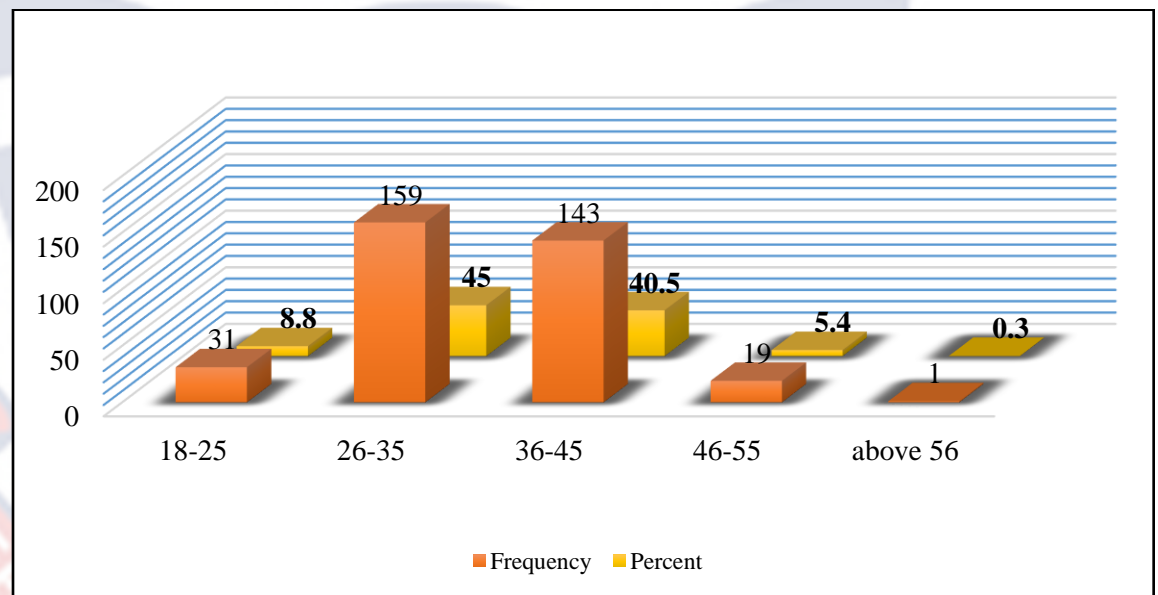
Figure 4: The Gender of Respondents for the Study
Source: Field Data, 2022

This section, respondents were asked to indicate their age range at the time of the study. The ages of respondents allowed for a determination of the representation of officers of both sexes practising within the selected sample. The analysis of the age distribution of the sampled respondents revealed that 8.8% (31)

of the respondents were between the ages of 18-25, and 45% (159) were also between the ages of 26 and 30. Respondents between the age range of 36-45 recorded 40.5% (143); out of the target sample size, 19 of the respondents representing 5.4%, were between the ages of 46 and 55, and 3% were 56 and above. A pictorial view of the above analyses can be seen in Figure 4 above.

This means that a bigger proportion of respondents are in their productive years and might benefit from the findings presented herein. According to GAF and GPS cut-off age for enlisted is 25 years which shows that the respondents meet the age requirement, which makes them qualified to provide resourceful information for the topic understudy.

Service of Respondents

GAF, 300, 85%

GPS, 53, 15%
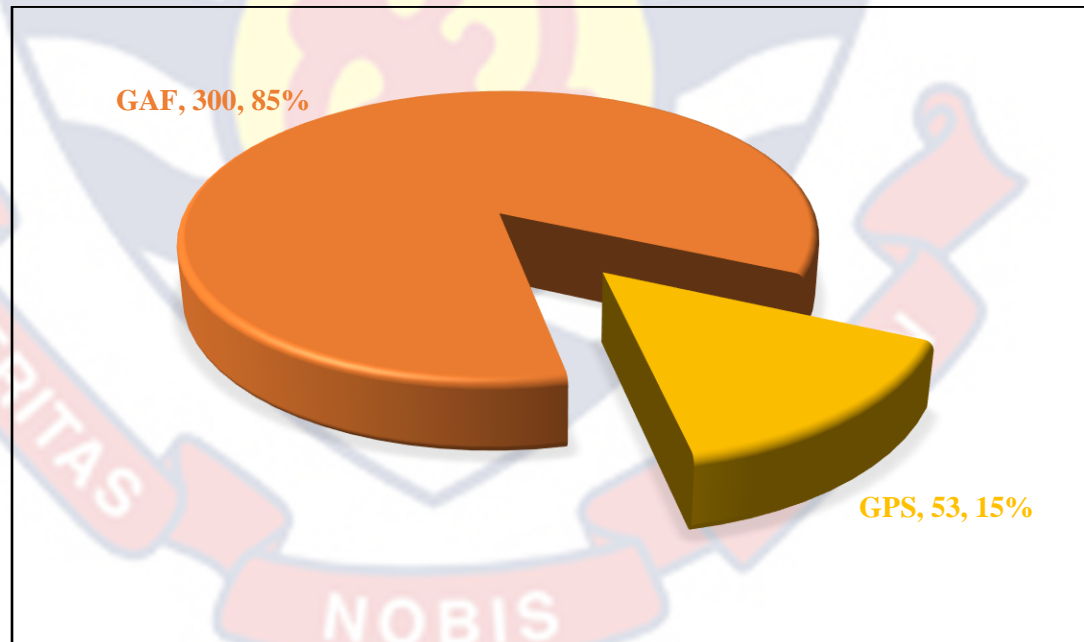
Figure 5: The service of Respondents for the study
Source: Field Data, 2022

The questioned by the researcher to the respondents was that they should indicate which service they are in as provided and the results of the service affiliation of the respondents was revealed by showing their affiliation to any of the targeted study areas, thus the Ghana Armed Forces and the Ghana Police Service, respectively, with a total of 353 security officers from these security agencies participating. According to the data obtained, 300 respondents representing 85%, were from the GAF, while 53 respondents also representing 15% were officers of GPS respectively.

This statistic indicates that the two research areas do not have a balanced proportion of responders because GAF disperse more officers to UN peacebuilding than the country's GPS. The significance of this data was seen in the assumption that one's security affiliation influences his/her involvement in United Nations Peace Building operations.

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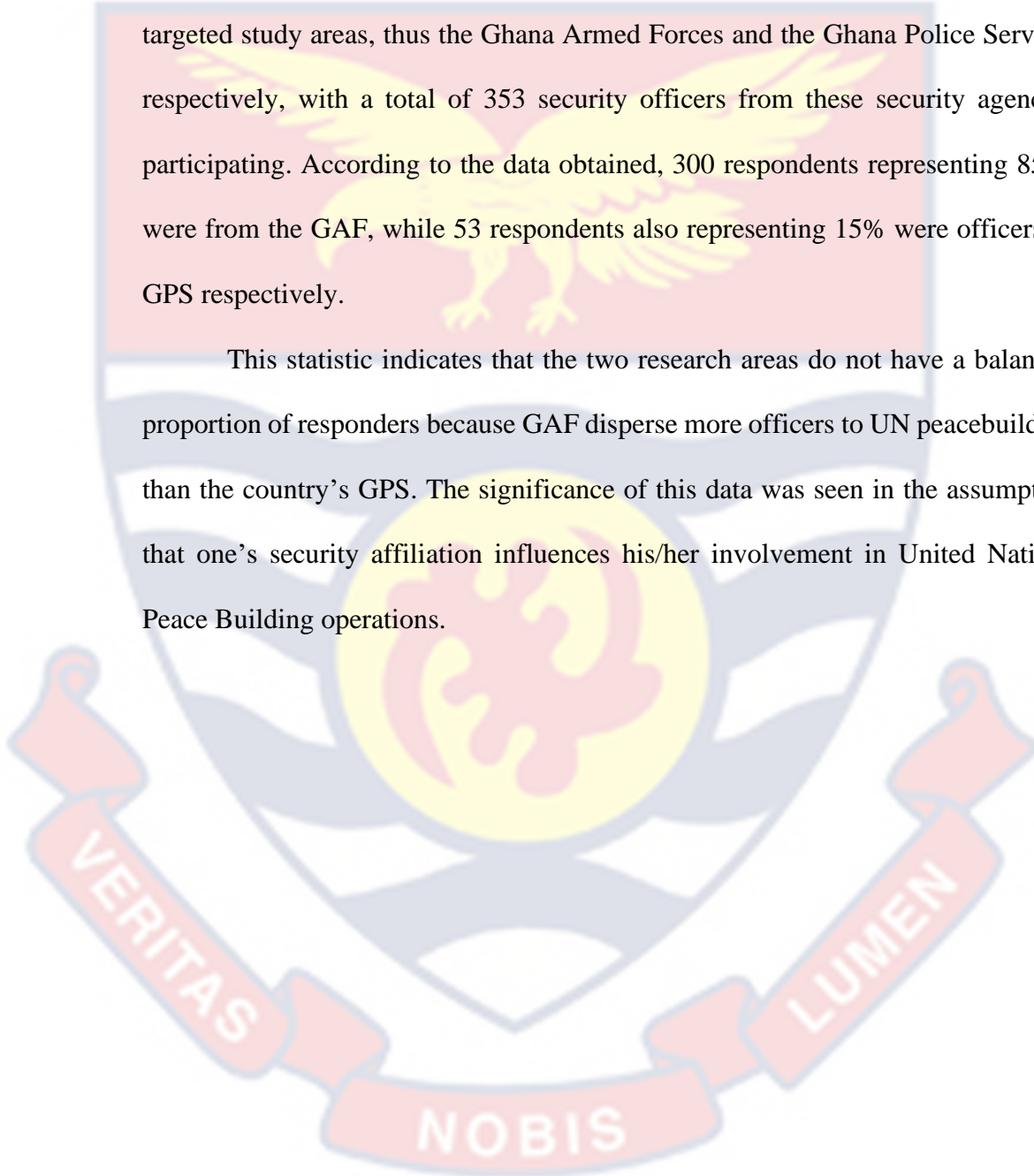
Respondents' Status in the Service
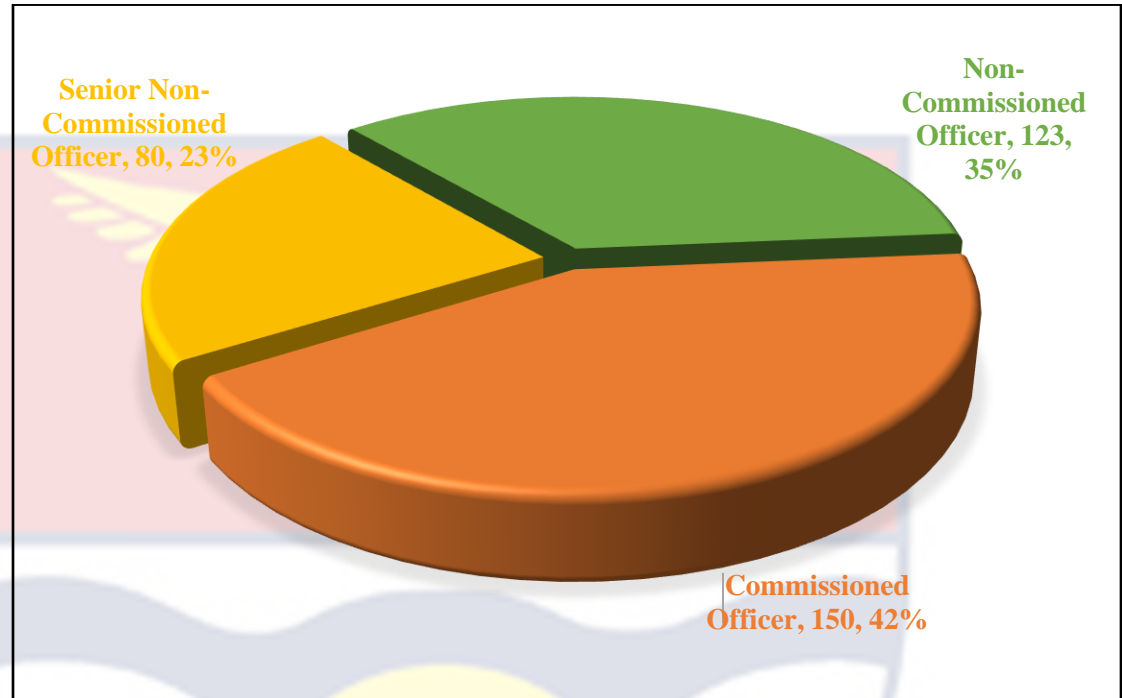
Figure 6: The status of the service of respondents for the study
Source: Field Data, 2022

Respondents were quizzed to indicate their status in their respective security service and the analysis of the respondents' status in the GAF and GPS showed that 23%, 35%, and 42% representing 80, 123, and 150 respondents are senior non-commissioned, non-commissioned, and commissioned officers, respectively (ref figure 6). The basis for requesting this information from respondents is that occupation statuses heavily influence people's standard of living and work relationships in a certain field of professions in society. As a result, this data determined the respondents' level of comprehension of the idea of women empowerment, specifically as seen in UN peacekeeping missions.

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Educational Level of Respondents
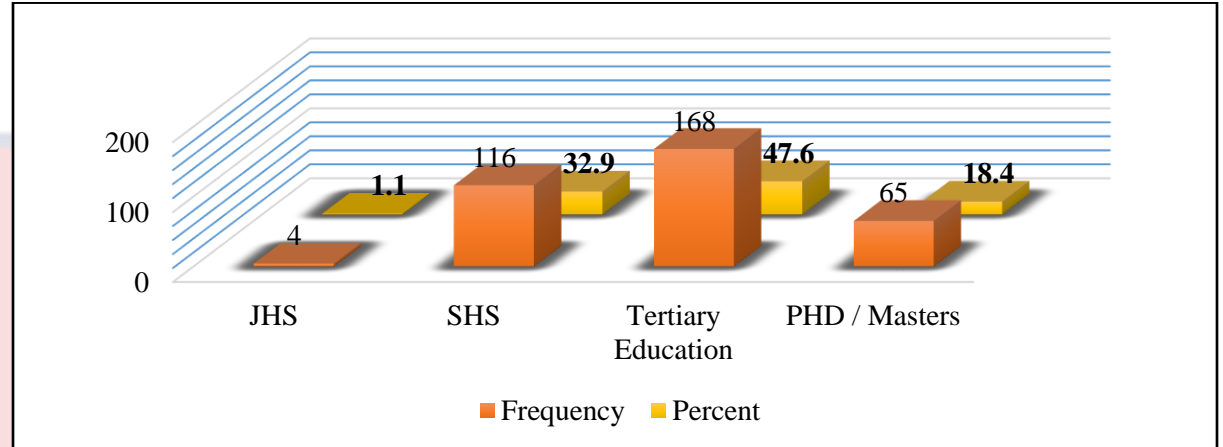
Figure 7: The Educational Level of the Respondents for the Study
Source: Field Data, 2022

The study further asked respondents to indicate their educational level and the analysis of the highest level of education of the respondents was JHS, SHS, graduate degree, PhD, and Master's degree respectively. The next sample characteristic analyzed was the educational background of the respondents. Analysis indicates that most respondents were holding first Degrees (tertiary students). It witnessed an overwhelming majority comprising 168 out of 353 respondents reflecting 47.6%. An encouraging 116 respondents out of 353 indicated that 32.9% were holding their senior high school certification (SHS). According to the poll, the respondents holding or pursuing their master's and PhD degree were 65, representing 18.4% of the total responses, and 1.1% had a junior high school (JHS) certificate.

As a result, it is safe to assume that all of the responders are well-educated. Therefore, they would provide accurate and consistent information on the study. The significance of this data is that one's educational level is a fair index to suggest

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one understands the issue of women empowerment and the intricacies of UN peacebuilding. Figure 7 above depicts the outcome of the survey on the educational background of the respondents.

Marital Status of Respondents
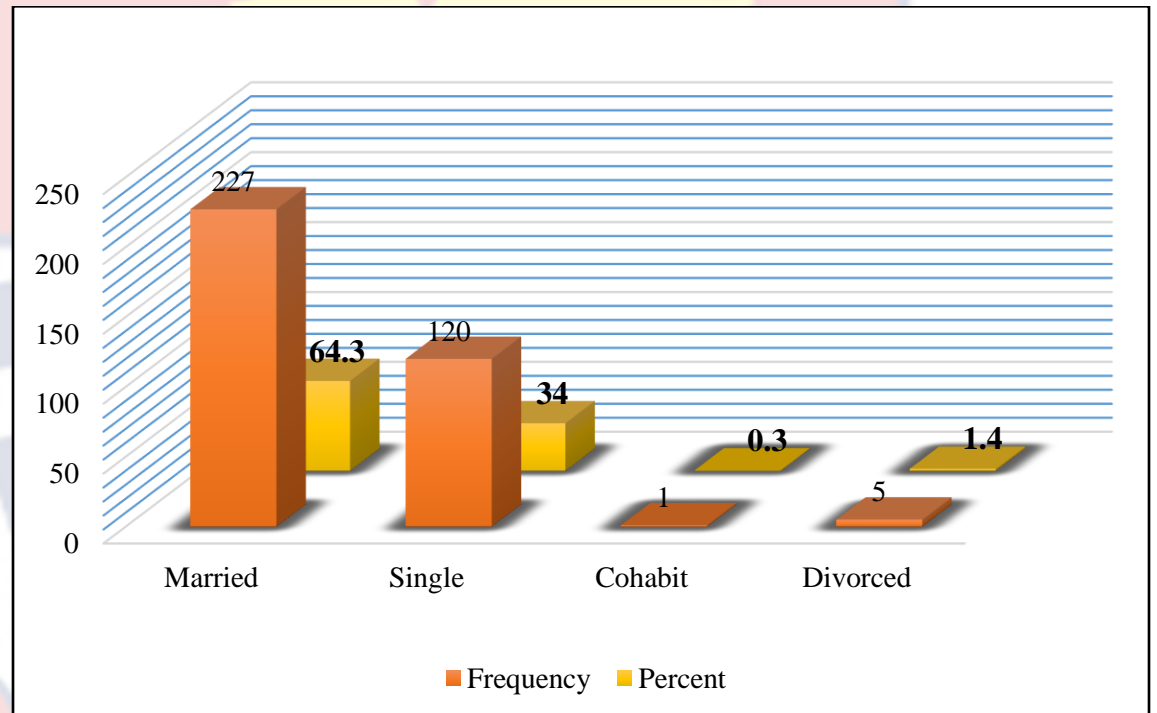
Figure 8: The marital status of the respondents for the study
Source: Field Data, 2022

Respondents were asked to indicate their marital status during the time of the study and the analysis of the marital status of the respondents was revealed by using the following: married, single, cohabitation, and divorced, respectively. This was done to determine how the marital status of officers would affect the study's objective. According to the findings, all the categories were represented one way or the other. According to the replies collected, 227 of the respondents (thus 64.3%) were married officers; 120 of the respondents (34%) were single; Officers engaged

in cohabitation were represented as 1 (0.3%) and 5 (1.4%) respondents were divorced officers.

In Ghana, married individuals are thought to have more duties and are hence more active in society than single persons, who may also be dependent on married people. According to the study, this may also influence people's perceptions of issues concerning women empowerment in society. Hence, the need for this data.

Duration of service in GAF and GPS

Table 5: The respondents' duration of service in GAF and GPS

	Frequency	Percent
1-5	84	23.8
6-10	121	34.3
11-15	77	21.8
16-20	45	12.7
Above 20	26	7.4
Total	353	100.0

Source: Field Data, 2022

Respondents were asked the number of years they have served in their respective security service and the analysis of the respondents' duration of service in the GAF and GPS was revealed as follows |1 - 5| years, |6 – 10| years, |11 - 15| years, |16 – 20| years, and above 20 years respectively. The findings outcome showed that out of the 353 respondents 80 representing 23.8% had been in service for a period between 1 and 5 years, 34.3% (thus 121) of the respondents had served for a period between 6 and 10 years, and Respondents who had served in the service for a period between 11 and 15 years were 77 (21.8%). Furthermore, 45 (12.7%)

had been in service for a period between 16 and 20 years of their lives and those who were above 20 years also had been in the security service and accounted for 26 respondents with a percentage of 7.4. (ref Table 5 above). According to these statistics, the majority of respondents had been in security services for six to ten years. Based on the findings, it may be inferred that the majority of respondents had sufficient professional experience. And due to that, they gave credible information on the study that was being undertaken.

The length of years of a person in any field is a fair index to suggest the person's experience and knowledge in that field. Hence, this data would help ascertain how knowledgeable the respondents are on women empowerment and UN peacebuilding processes.

Respondents' number of times served on UN Mission

*Table 6 Place of Service*Number of times served on UN Mission*

	Number of times served on UN Mission				Total
	1-5	*6-10*	*Above 10*	*None*	
GAF	178	29	8	85	300
GPS	31	1	1	20	53
Total	209	30	9	105	353

Source: Field Data, 2022

The study further asked respondents to indicate the number of times served on UN Mission and the analysis of respondents' numbers served on the UN Mission was assessed in two different ways, the first part was the separate analysis for the two sampled areas (thus GAF and GPS) and the second part focused on the joint analysis for the GAF and the GPS.

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The analysis for the Ghana Armed Forces (GAF) as to the number of times served on the UN Mission was rated using the following scalers, |1 - 5| years, |6 – 10| years, above 10 years, and none respectively. Evinced from the table it indicated that out of the 353 sampled size used in this study the GAF records 300 (i.e., 84.9% of the total percentage) and out of these 178 officers indicated that they have been on UN Mission for a period between 1-5, 29 officers also stated that they have served on the UN Mission for a period between 6-10 years. 85 officers had not been on the UN Mission before but their inclusion was equally relevant. Serving officers who were masters of the game had served the colours for 10 years representing 34.3% out of the total 353 sample size for both services. They recounted their good and bad experiences while in their service and missions.

The Ghana Police Service (GPS) has also played its role in the UN Mission, even though its contribution is not massive in terms of numbers. As revealed by the study, the respondents' responses indicated that 53 (i.e., 15.1%) of the respondents were members of the GPS. Of these 53 officers, 31 of them had been on the UN Mission for 1-5 years, while 20 of the GPS respondents had not been on the UN Mission yet. Only one officer had served on the UN Mission for a time frame of 6-10 years. Also, one officer had been on the UN Mission for more than 10 years. Table 6 shows a diagrammatical view of the analysis. The above clearly shows that more GAF officers had served on UN Mission than that GPS

Table 7 The respondents' number of times served on UN Mission.

	Frequency	Percent
1-5	209	59.2
6-10	30	8.5

Above 10	9	2.5
None	105	29.7
Total	353	100.0

Source: Field Data, 2022

This part shows a joint analysis of the respondents' number of times served on the UN Mission was revealed as follows |1 - 5| years, |6 – 10| years, above 10 years, and none, respectively. 209 out of the 353 respondents indicated that they have participated in the UN Mission for a period between 1 and 5 years, which attracted 59.2% of the total percentage, considering those who have also participated in this same UNPB Mission between the period of 6 and 10 years were 30 (8.5), and above 10 years also had 9 responses from the study respondents thus 2.5%. The study also left room for those who have not gotten the chance to participate in the UNPB Mission at all, and it saw 105 (29.7%) respondent officers who have not taken part in the UNPB Mission before, the second majority of responses from the respondents.

The number of times served on the UN Mission is a fair index to suggest the person's experience and knowledge in that field. Hence, this data helped ascertain how knowledgeable the respondents are on women empowerment and UN peacebuilding processes.

Chapter Summary

This chapter discussed the research areas and methodology. It outlined the study areas as well as the numerous stages involved in data gathering and analysis. It offered data sources such as questionnaires, semi-structured interviews,

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observations, and focus group discussions, as well as secondary data sources such as journals, papers, internet materials, conference excerpts on women empowerment and peacebuilding, and books. It described the various sample strategies and actions used to achieve the various objectives. The chapter describes how the data was analysed.

The research is a mixed research approach. Thus, both qualitative and quantitative data were collected and analysed. An exploratory and descriptive case study design with a mixed-method approach was used in this study. This is because exploratory seeks to grasp ideas, whereas descriptive seeks to examine the connection between variables.

Though the results are immensely satisfying, such investigations are not simple. However, the task was completed with transparency and experience.
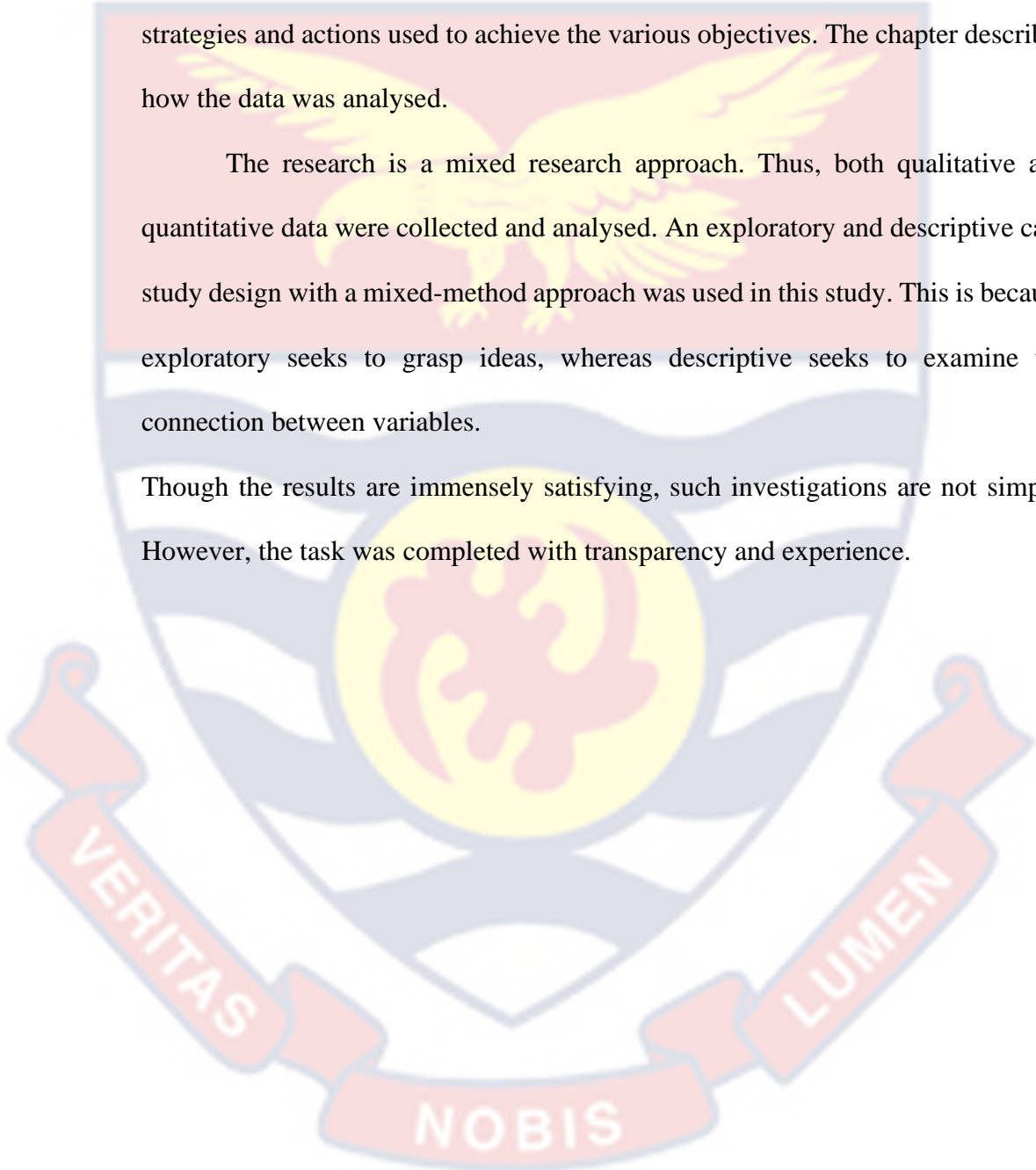
CHAPTER FOUR

THE STATE OF WOMEN EMPOWERMENT AND UNITED NATIONS

PEACE BUILDING IN GAF AND GPS

Introduction

A total of 353 questionnaires on women empowerment scales (Appendix I Sec. B) distributed were completed and returned. The findings are examined from the perspective of study aim one, which is to describe the state of women empowerment and the United Nations Peace Building. Frequency distribution tables show the data that was gleaned from the surveys. Nonparametric statistics were utilised in the research due to the qualitative nature of the data, including frequencies, percentages, and ordinal data modes. By analysing the scenario individually for the Ghana Armed Forces (GAF) and the Ghana Police Service (GPS), the situation was triangulated.

This chapter is organised into five sections and the analysis covers;

o   The level of understanding of women empowerment

o   The level of understanding of United Nations Peace Building

o   The level of satisfaction with women empowerment in the service.

o   Content of women empowerment.

o   The state of women empowerment

o   The state of the United Nations Peace Building

o   The discussion with a focus group.

The state of Women Empowerment.

The condition of women empowerment in the GAF and the GPS was summarized by reviewing the participants' replies to questionnaire items B9 through B12.

In terms of the level of women empowerment in the GAF and the GPS, respondents were asked to assess the characteristics that best define the state of women empowerment in the service. The mean score ranking was utilized to select the best variable that depicts the state of women empowerment in Ghana as enriched in the GAF and GPS. Respondents used a scale of 0-10 to indicate how well they agreed or disagreed with a certain metric as it pertained to them. The collected data was then analysed using SPSS 26.0 to determine the number of replies, minimum and maximum scores, mean score, and standard deviation, as shown in Table 4.4 below. Table 4.4 ranks the mean scores obtained from the data gathered from respondents.

According to the 0-10 scale calculation, the minimum value is 1 and the maximum value is 10, with 5 being the midpoint, which means that any value below the midpoint is considered more prevalent in the responding service, whereas those with a mean score above 5.00 were considered more relevant in the responding service. The average of the values collected for the variables of GAF and GPS status of women empowerment is 7.70. The fact that the measures' average of averages was higher than the median value of five (5) shows that the measures were more meaningful. According to summary table 8, the data analysis showed that, with a mean score of 7.58 and a standard deviation of 2.339, most respondents acknowledged that gender policies are a gauge of the status of women's

empowerment. Economic power came in second with a mean of 7.09 and a standard deviation of 2.657, followed by education/career progression in third place with a mean of 7.01 and a standard deviation of 2.675, and deployment chances in fourth place with a mean of 6.86 and a standard deviation of 2.516.

Table 8: Summary of Mean scores for the state of women empowerment

Metrics	Min	Max	Mean	Std. Deviation	Rank
Gender Policy	1.00	10.00	7.58	2.339	1st
Economic power	1.00	10.00	7.09	2.657	2nd
Education/Career advancement opportunities	1.00	10.00	7.01	2.675	3rd
Deployment opportunities	2.00	10.00	6.86	2.516	4th
Average of Averages			**7.14**		

Source: Fieldwork, (2022)

Respondents were asked to describe the state of women empowerment within their respective security service.

Table 9: The State of Women Empowerment in the GAF and the GPS

"Deployment opportunities		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Slightly important	3	.8	.8	.8
	Somewhat Important	26	7.4	7.4	8.2
	Not Very Important	52	14.7	14.7	22.9
	Neutral	86	24.4	24.4	47.3
	Moderately Important	2	.6	.6	47.9
	Important	3	.8	.8	48.7
	Very Important	13	3.7	3.7	52.4
	Important	119	33.7	33.7	86.1
	Absolutely Critical	49	13.9	13.9	100.0

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	Total	**353**	**100.0**	**100.0**	

Education/Career advancement opportunities

Valid	Not at all important	5	1.4	1.4	1.4
	Slightly Important	5	1.4	1.4	2.8
	Somewhat Important	15	4.2	4.2	7.1"
	Not Very Important	83	23.5	23.5	30.6
	Neutral	36	10.2	10.2	40.8
	Moderately Important	3	.8	.8	41.6
	Important	5	1.4	1.4	43.1
	Very Important	38	10.8	10.8	53.8
	Extremely Important	85	24.1	24.1	77.9
	Absolutely Critical	78	22.1	22.1	100.0
	Total	**353**	**100.0**	**100.0**	

Economic power

Valid	Not at all important	4	1.1	1.1	1.1
	Slightly Important	4	1.1	1.1	2.3
	Somewhat Important	18	5.1	5.1	7.4
	Not Very Important	76	21.5	21.5	28.9
	Neutral	38	10.8	10.8	39.7
	Moderately Important	3	.8	.8	40.5
	Important	7	2.0	2.0	42.5
	Very Important	32	9.1	9.1	51.6
	Extremely Important	91	25.8	25.8	77.3
	Absolutely Critical	80	22.7	22.7	100.0
	Total	**353**	**100.0**	**100.0**	

Gender Policy

Valid	Not at all important	1	.3	.3	.3
	Slightly Important	1	.3	.3	.6
	Somewhat Important	14	4.0	4.0	4.5

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	Not Very Important	41	11.6	11.6	16.1
	Neutral	48	13.6	13.6	29.7
	Moderately Important	7	2.0	2.0	31.7
	Important	11	3.1	3.1	34.8
	Very Important	41	11.6	11.6	46.5
	Extremely Important	110	31.2	31.2	77.6"
	Absolutely Critical	79	22.4	22.4	100.0
	Total	**353**	**100.0**	**100.0**	

Source: Fieldwork (2022)

Table 9 shows the overall response of officers in both security agencies (i.e.,
GAF and GPS) with regard to women's empowerment, including the frequency of
responses and the proportion of responses that included a particular response. In all
22.9% of respondents said they were not in agreement with deployment
opportunities as a factor for the state of women empowerment i.e., NI+LI, leaving
a hand full (24.4%) of respondents who did not know whether it should be classified
as such or not i.e., SI. In addition, 52.7% of the respondents said they agreed with
the deployment opportunities being classified as a metric for the state of women
empowerment i.e., I+VI. 30.6% of respondents said they did not agree to education
or career advancement opportunities being a factor for the state of women
empowerment i.e., NI+LI, leaving (10.2%) of respondents who did not know
whether it should be classified as such or not i.e., SI. Moreover, 59.2% of the
respondents said they agreed with the education or career advancement
opportunities being classified as a metric for the state of women empowerment i.e.,
I+VI.

Respondents who said they did not agree to economic power is a factor for the state of women empowerment constitute 28.9% i.e., NI+LI, leaving (10.8%) of respondents who did not know whether it should be classified as such or not i.e., SI. Moreover, 60.3% of the respondents said they agreed with the economic power being classified as a metric for the state of women empowerment i.e., I+VI. For respondents who said they did not agree to gender policy is a factor for the state of women empowerment formed 16.1% i.e., NI+LI, leaving (13.6%) of respondents who did not know whether it should be classified as such or not i.e., SI. Moreover, 76.3% of the respondents said they agreed with the gender policy being classified as a metric for the state of women empowerment i.e., I+VI.

The sample population that is not in agreement with deployment opportunities being a factor in the state of women empowerment were $\hat{p} = 0.23$ or 23%. The mode $m = 3.0$. Furthermore, with education or career advancement opportunities $\hat{p} = 0.31$ or 31%. The mode $m = 3.0$. With economic power $\hat{p} = 0.29$ (2 decimal places (d.p)) or 29%. The mode $m = 3.0$. Lastly, the gender policy with $\hat{p} = 0.16$ or 16%. The mode $m = 3.0$. Thus, the respondents agree with the metrics of the state of women empowerment, as the percentage of the population in disagreement is small.

Level of Understanding of women empowerment.

Respondents were quizzed to reflect the perception on the level of understanding of women empowerment. Analysing the subjects' responses to questions one (1) and two (2) provided a summary of their level of understanding about women's empowerment in Ghana. Table 4.6 below summarises the crosstab

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results. They have a lot of information about women's emancipation in the argument for "within the existing security service." In the Ghanaian Armed Forces (GAF), 71.0% of survey participants said they were satisfied with their knowledge of women's empowerment in the security force (i.e., G+VE+E+Ex+VEx). A 57.6% approval rating is also held by the Ghana Police Service (GPS). They both agree that they understand the role that women empowerment plays in the security service, thus there is little variation in their comments.

Table 10: Crosstab of Level of understanding of women empowerment. Empowerment with service of respondents

			Which service do you belong.		Total
			GPS	GAF	
What is your overall level of understanding of women empowerment.	Very Exceptional	Count	45	3	48
		% within What is your overall level of understanding of women empowerment. empowerment.	93.8%	6.3%	100.0%
		% within Which service do you belong.	15.0%	5.7%	13.6%
		% of Total	12.7%	0.8%	13.6%
	Exceptional	Count	64	14	78
		% within What is your overall level of understanding of women empowerment. empowerment.	82.1%	17.9%	100.0%

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		% within Which service do you belong.	21.3%	26.4%	22.1%
		% of Total	18.1%	4.0%	22.1%
	Excellent	Count	48	18	66
		% within What is your overall level of understanding of women empowerment. empowerment.	72.7%	27.3%	100.0%
		% within Which service do you belong.	16.0%	34.0%	18.7%
		% of Total	13.6%	5.1%	18.7%
	Very Good	Count	13	1	14
		% within What is your overall level of understanding of women empowerment. empowerment.	92.9%	7.1%	100.0%
		% within Which service do you belong.	4.3%	1.9%	4.0%
		% of Total	3.7%	0.3%	4.0%
	Good	Count	3	2	5
		% within What is your overall level of understanding of women empowerment. empowerment.	60.0%	40.0%	100.0%
		% within Which service do you belong.	1.0%	3.8%	1.4%
		% of Total	0.8%	0.6%	1.4%
	Fair	Count	32	6	38

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		% within What is your overall level of understanding of women empowerment. empowerment.	84.2%	15.8 %	100.0 %
		% within Which service do you belong.	10.7%	11.3 %	10.8 %
		% of Total	9.1%	1.7%	10.8 %
	Slightly Poor	Count	68	4	72
		% within What is your overall level of understanding of women empowerment.	94.4%	5.6%	100.0 %
		% within Which service do you belong.	22.7%	7.5%	20.4 %
		% of Total	19.3%	1.1%	20.4 %
	Moderately Poor	Count	26	3	29
		% within What is your overall level of understanding of women empowerment.	89.7%	10.3 %	100.0 %
		% within Which service do you belong.	8.7%	5.7%	8.2%
		% of Total	7.4%	0.8%	8.2%
	Very Poor	Count	1	2	3
		% within What is your overall level of understanding of women empowerment.	33.3%	66.7 %	100.0 %
		% within Which service do you belong.	0.3%	3.8%	0.8%
		% of Total	0.3%	0.6%	0.8%

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Total	Count		300	53	353
	% within What is your overall level of understanding of women empowerment.		85.0%	15.0%	100.0%
	% within Which service do you belong.		100.0%	100.0%	100.0%
	% of Total		85.0%	15.0%	100.0%

"Each subscript letter denotes a subset of Which service do you belong. categories whose column proportions do not differ significantly from each other at the .05 level of significance".

Source: Fieldwork (2022).

Table 11: Overall Level of understanding of women empowerment in the GAF and the GPS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Poor (VP)	3	.8	.8	.8
	Moderately Poor (MP)	29	8.2	8.2	9.1
	Slightly Poor (SP)	72	20.4	20.4	29.5
	Fair (F)	38	10.8	10.8	40.2
	Good (G)	5	1.4	1.4	41.6
	Very Good (VG)	14	4.0	4.0	45.6
	Excellent (E)	66	18.7	18.7	64.3
	Exceptional (Ex)	78	22.1	22.1	86.4

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Very Exceptional (VEx)	48	13.6	13.6	100.0
Total	353	100.0	100.0	

Source: Fieldwork (2022)

Table 11 displays the overall response of officers in both security agencies (i.e., GAF and GPS) with regard to women's emancipation, along with the proportion of officers who responded to each question. Most respondents—40.2%—said they did not understand or agree with the concept of women's empowerment, or VP+MP+SP+F. Moreover, 59.8% of the respondents agreed with the level of understanding of women empowerment. Empowerment, i.e., G+VG+E+Ex+VEx.

The sample population does not agree with the level of understanding of women empowerment. empowerment was $\hat{p} = 0.40$(to 2 decimal places (D.P.)) or 40%. The mode $m = 3.0$. Thus, the officers are good with the level of understanding of women empowerment. empowerment considering the m = 3.0. That represented an average mean of their corporate understanding.

Content of Women Empowerment

Respondents were asked about the content of women empowerment. Regarding their responses, the mean score ranking was used to assess the level of relevance of each of the indicators for the content of women empowerment discovered in this study. The 0-10 scale was used to enable participants to indicate how much they agreed or disagreed with the complexities metric as it related to their service style. The collected data was then analysed in SPSS 26.0 to calculate

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the standard error, mean score, standard deviation, and confidence interval for the mean, which are shown in table 4.8 below. Moving on to the topic of women empowerment, the researcher determines which one is most likely to be accepted by the officers at their workplace. Table 10 summarizes the findings. Seven were the study metrics used to measure the substance of women empowerment. These metrics include the social environment, economic empowerment, political empowerment, national empowerment, and cultural empowerment, and they were checked based on the respondents' location of employment.

From the summary Table 4.8, it can be seen that all the identified measures for the content of women empowerment, which were divided into the social environment, economic empowerment, political empowerment, national empowerment, and cultural empowerment, had a mean score above 5.00 midpoint, meaning that all the dimensions were prevalent in the responding security service. The above-listed content on women empowerment was backed by past and current research conducted by several scholars (Peterson and Runyan, 2009; Duflo, 2012; Meena, 2018; Calman, 2019). The highest ranked out of these were social empowerment (M = 3.63; SD = 0.91720), followed by the economic empowerment (M = 3.63; SD = .980), cultural empowerment (M = 3.53; SD = .994), National empowerment (M = 3.511; SD = 1.009), and political empowerment (M = 3.41; SD = .938). This indicates that the surveyed security sector was empowering women to a relatively high extent.

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Table 12 Summary of the content of women empowerment

Metric		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean	
						Lower Bound	Upper Bound
Social Empowerment	GAF	300	3.59	.915	.05285	3.49	3.69
	GPS	53	3.87	.899	.12356	3.62	4.12
	Total	**353**	**3.63**	**.91720**	**.04882**	**3.54**	**3.73**
Economic Empowerment	GAF	300	3.65	.972	.05609	3.54	3.76
	GPS	53	3.53	1.030	.14153	3.24	3.81
	Total	**353**	**3.63**	**.980**	**.05217**	**3.53**	**3.73**
Political Empowerment	GAF	300	3.40	.910	.05256	3.29	3.50
	GPS	53	3.51	1.085	.14907	3.21	3.81
	Total	**353**	**3.41**	**.938**	**.04992**	**3.32**	**3.51**
National Empowerment	GAF	300	3.56	.982	.05667	3.45	3.69
	GPS	53	3.25	1.108	.15216	2.94	3.55
	Total	**353**	**3.51**	**1.006**	**.05354**	**3.41**	**3.62**
Cultural Empowerment	GAF	300	3.57	.978	.05643	3.46	3.68
	GPS	53	3.32	1.070	.14699	3.03	3.62
	Total	**353**	**3.53**	**.994**	**.05292**	**3.43**	**3.64**

Source: Fieldwork (2022)

To achieve this goal, the researcher asked respondents about the content of empowerment that is most valued at their workplace to empower female officers. The officer's degree of comprehension of women empowerment was already above average, making the findings of this specific question valid for the research. Theoretically, this present study supports Turner and Maschi's (2015) argument that the women empowerment theory is designed to assist people to understand the

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socioeconomic and political levels of women in the economy (Turner & Maschi, 2015). This was to be expected considering a large number of educated responders.

Level of satisfaction with women empowerment in the service.

Their replies to the question "what is your overall level of satisfaction with women empowerment in your service?" are listed in table 4.5 below. The mean score ranking was then used to assess the current situation of each indicator for a level of satisfaction with women empowerment discovered in this study. The scale ranged from 0 to 10, allowing respondents to express how satisfied or unsatisfied they were with a certain measure connected to women and their method of being empowered with the burden of duty. The data was then processed in SPSS 26.0 to determine the number of responses, minimum and maximum scores, mean score, and standard deviation, as shown in Table 13 below.

The means score was sorted in Table 13 based on the replies collected from the respondents. According to the scale calculation, the minimum value is 1, and the maximum value is 10, with 5 being the midpoint, which means that any value below the midpoint is considered less prevalent in the responding service, whereas those with a mean score above 3.00 were considered more prevalent in the responding service. The average mean observed for the characteristics of women empowerment satisfaction among the specified service sectors is 7.70. This implies that the variables were more common since their average mean was greater than the midpoint of 5.0 Table 13 shows the various variables from highest mean to lowest mean.

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Table 13 Summary of Mean scores for the level of significance with women empowerment

	N	Min	Max	Mean	Std. Deviation	Rank
Opportunity to serve on the United Nation mission.	353	1.00	10.00	8.00	2.110	1st
Social Life	353	1.00	10.00	7.89	1.935	2nd
Personal Care	353	1.00	10.00	7.82	2.423	3rd
Career Progression	353	1.00	10.00	7.66	2.196	4th
Income	353	1.00	10.00	7.60	2.358	5th
Health	353	1.00	10.00	7.49	2.431	6th
Duty Employment	353	1.00	10.00	7.45	2.311	7th
Average of Averages				**7.70**		

Source: Fieldwork (2022).

Under this objective, the researcher asked respondents whether they are satisfied with the level of women empowerment within their respective services. It can be seen from Table 13 that the majority of the respondents indicated that their overall level of satisfaction with women empowerment in their respective service is opportunity to serve on UN mission, which recorded a mean score of 8.00 and a standard deviation of 2.110 with the least satisfied metric being duty employment with a mean score of 7.45 and a standard deviation of 2.311. This suggests that most of the respondents herein experience empowerment at their workplace.

The State of the United Nations Peace Building

The survey also asked respondents to rate the current condition of the United Nations Peace Building (UNPB), with an emphasis on specific statements. The respondents were then asked to utilize the offered 0-10 scale to express their thoughts about the condition of UNPB. This section intended to rank the importance of various components of state of the UNPB. The obtained data were evaluated

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using a mean (M) and standard deviation (SD). Table 14 shows the results of the analysis. The study found that 353 out of 353 respondents (100%) testified to the state of UNPB in the study region (therefore the GAF and the GPS) given their extended engagement in the humanitarian mission, with a greater emphasis on the GAF given their extensive involvement in such mission. Because these officers have direct involvement in these operations, they were the ideal study subjects.

The results indicated that "sustainable development" ranked first with a mean of 8.34 and a standard deviation 2.065. "Rule of Law" ranked second with a mean of 8.20 and a standard deviation 2.094. "Progress on resettlement" ranked second with a mean of 8.19 and a standard deviation of 2.254.

Table 14: Summary of Mean scores for the state of the United Nations Peace Building

Metrics	Min	Max	Mean	Std. Deviation	Rank
Sustainable development	1.00	10.00	8.34	2.065	1st
Rule of Law	2.00	10.00	8.20	2.094	2nd
Progress on resettlement	1.00	10.00	8.19	2.254	3rd
Restoration of state institutions	1.00	10.00	7.90	2.250	4th
Post-conflict reconciliation	1.00	10.00	7.80	2.330	5th
Women practical needs and strategic interests are addressed	1.00	10.00	7.70	2.470	6th
Average of Averages			**8.02**		

Source: Fieldwork (2022)

After assessing the replies of respondents with mean and standard deviation, Chih-hui (2011) merely commented on the requirement for a mean value assessed using a 0-10 scale is standardized as a very low measure (1 – 4.9), low measure (4 – 5.8), moderate measure (5.9 – 6.4), high measure (7.5 – 7.9), and very high

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measure (8 – 10). This implies that most of the respondents agreed that the state of

UNPB is very high with the least mean of 7.70 and an average mean of 8.02. The

greater standard deviation scored by the statements also attests that the difference

in the respondents' opinions concerned with the state of UNPB was moderate.

Table 15: The Content of United Nation Peacebuilding

		Frequency	Percent	Valid Percent	Cumulative Percent
Post-conflict reconciliation					
Valid	Not at all important	2	.6	.6	.6
	Slightly Important	1	.3	.3	.8
	Somewhat Important	7	2.0	2.0	2.8
	Not Very Important	41	11.6	11.6	14.4
	Neutral	46	13.0	13.0	27.5
	Moderately Important	5	1.4	1.4	28.9
	Important	14	4.0	4.0	32.9
	Very Important	29	8.2	8.2	41.1
	Extremely Important	107	30.3	30.3	71.4
	Absolutely Critical	101	28.6	28.6	100.0
	Total	**353**	**100.0**	**100.0**	
Rule of Law					
Valid	Slightly Important	3	.8	.8	.8
	Somewhat Important	4	1.1	1.1	2.0
	Not Very Important	28	7.9	7.9	9.9
	Neutral	37	10.5	10.5	20.4
	Moderately Important	4	1.1	1.1	21.5
	Important	6	1.7	1.7	23.2
	Very Important	24	6.8	6.8	30.0
	Extremely Important	147	41.6	41.6	71.7
	Absolutely Critical	100	28.3	28.3	100.0
	Total	**353**	**100.0**	**100.0**	

Restoration of state institutions					
Valid	Not at all important	1	.3	.3	.3
	Slightly Important	2	.6	.6	.8
	Somewhat Important	7	2.0	2.0	2.8
	Not Very Important	29	8.2	8.2	11.0
	Neutral	54	15.3	15.3	26.3
	Moderately Important	1	.3	.3	26.6
	Important	16	4.5	4.5	31.2
	Very Important	30	8.5	8.5	39.7
	Extremely Important	111	31.4	31.4	71.1
	Absolutely Critical	102	28.9	28.9	100.0
	Total	**353**	**100.0**	**100.0**	
Sustainable development					
Valid	Not at all important	3	.8	.8	.8
	Slightly Important	2	.6	.6	1.4
	Somewhat Important	3	.8	.8	2.3
	Not Very Important	19	5.4	5.4	7.6
	Neutral	35	9.9	9.9	17.6
	Moderately Important	4	1.1	1.1	18.7
	Important	9	2.5	2.5	21.2
	Very Important	30	8.5	8.5	29.7
	Extremely Important	129	36.5	36.5	66.3
	Absolutely Critical	119	33.7	33.7	100.0
	Total	353	100.0	100.0	
Women practical needs and strategic interests are addressed					
Valid	Not at all important	2	.6	.6	.6
	Slightly Important	5	1.4	1.4	2.0
	Somewhat Important	10	2.8	2.8	4.8
	Not Very Important	53	15.0	15.0	19.8
	Neutral	30	8.5	8.5	28.3
	Moderately Important	4	1.1	1.1	29.5
	Important	9	2.5	2.5	32.0
	Very Important	35	9.9	9.9	41.9
	Extremely Important	104	29.5	29.5	71.4
	Absolutely Critical	101	28.6	28.6	100.0
	Total	353	100.0	100.0	
Progress on resettlement					
Valid	Not at all important	2	.6	.6	.6
	Slightly Important	4	1.1	1.1	1.7

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Somewhat Important	13	3.7	3.7	5.4
Not Very Important	30	8.5	8.5	13.9
Neutral	17	4.8	4.8	18.7
Moderately Important	3	.8	.8	19.5
Important	11	3.1	3.1	22.7
Very Important	26	7.4	7.4	30.0
Extremely Important	137	38.8	38.8	68.8
Absolutely Critical	110	31.2	31.2	100.0
Total	353	100.0	100.0	

Source: Fieldwork (2022)

Eleven percent of respondents said they did not agree to the restoration of state institutions as a factor for the state of UN peacebuilding, i.e., NI+LI, leaving (15.3%) of respondents who did not know whether it should be classified as such or not, i.e., SI. Moreover, 73.7% of the respondents said they agreed with the restoration of state institutions being classified as a metric for the state of UN peacebuilding, i.e., 7.6% of respondents said they did not agree to sustainable development as a factor for the state of UN peacebuilding, i.e., leaving 9.9% of respondents who did not know whether it should be classified as such or not, i.e., SI. Moreover, 82.5% of the respondents said they agreed with sustainable development being classified as a metric for the state of UN peacebuilding, i.e., 19.8% of respondents said they disagree to women practical needs and strategic interests are addressed as an indicator for the state of UN peacebuilding, i.e., leaving 8.5% of respondents who decided to remain neutral, i.e., SI. In addition, 71.7% of the respondents attest that 'women practical needs and strategic interests are addressed' qualify as a factor in UN peacebuilding. The respondents who agreed that when describing the state of the UN peacebuilding, progress on resettlement could be a crucial factor to consider constitute 81.3% (I+VI); the study also saw

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4.8% (SI) of respondents saying that they do not know whether it should be or not. Few of the respondents (thus NI+LI = 13.9%) also disagreed on why resettlement progress should not be seen as a factor for the state of UN peacebuilding.

The sample population that is not in agreement with post-conflict reconciliation being a factor in the state of UN peacebuilding is $\hat{p} = 0.14$ (2 decimal places (d.p)) or 14%, rule of law $\hat{p} = 0.20$ (2 decimal places (d.p)) or 20%, restoration of state institutions $\hat{p} = 0.11$ (2 decimal places (d.p)) or 11%, sustainable development $\hat{p} = 0.8$ (2 decimal places (d.p)) or 8%. Their mode $m = 3.0$. Furthermore, women practical needs and strategic interests are addressed by the proportion of $\hat{p} = 0.20$ (2 decimal places (d.p)) or 20%. The mode $m = 3.0$. Lastly, the progress on the resettlement $\hat{p} = 0.14$ (2 decimal places (d.p)) or 14%. The mode $m = 3.0$. Thus, the respondents agree with the state of UN peacebuilding metrics, as the percentage of the population in disagreement is small.

The researcher interacted with a group of officers from both services during a Focus Group Discussion (FDG). Their conversation centred on the study's first goal: to describe the situation of women empowerment and UN peacebuilding. To explain the factors that describe the state of women empowerment in their service and the success of UN peacekeeping, the study asked questions about how they understand women empowerment. The United Nations has garnered several awards and plaudits for its efforts to promote and spread the notion of women empowerment across the world. The researcher wanted to discover what they thought about women empowerment, so he questioned another female GAF Major and a male GPS Inspector:

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...it is about empowering women so that they may make their own decisions. Women have suffered greatly at the hands of males over the years. They were once considered nearly non-existent. As if males had all the rights, including the ability to vote and even to join the security forces (GPS interviewee, 2022).

...I believe that women empowerment may be defined in numerous ways, including recognizing women perspectives, making an effort to seek them, and elevating women position via education, literacy, awareness, and training" (GAF interviewee, 2022)

Given this, facts on the condition of women empowerment and the state of UN peacekeeping were gathered in the GAF and the GPS to promote the notion of women empowerment via peacekeeping deployments.

...she mentioned that education is not universal and those gender inequities exist. Many countries are concerned about not only the low number of girls attending school but also the lack of educational opportunities for those who do enter the classroom. Girls and women are attacked for attending school in various parts of the world, and social efforts to prevent violence may be weak. She found that the GPS empowers female officers through education, economic power, and a variety of other means (Interviewee, 2022).

Another female Major interviewed response on the state of women empowerment affirms the response collected from a commissioner of the police service. She indicated that:

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...education empowers mothers to make decisions that improve their children's health, well-being, and chances of survival. It empowers women, raises their understanding of their rights, boosts their self-esteem, and allows them to demand their rights. Furthermore, when women are empowered, their chances of being deployed improve. When it comes to the GAF, female officers are empowered by providing chances for professional growth, deployment on humanitarian missions, and so on (Interviewee, 2022).

However, concerning UN peacekeeping deployments, the condition of UN peacekeeping is critical to certain individuals in the GAF and the GPS. A conference call interview in Accra with a female GAF Major and a female GPS Commissioner stated that:

...Ghana is regarded as a stable country in the West African sub-region and has so made major contributions to most UN peacekeeping efforts aimed at achieving world peace and security. However, several elements that influence the condition of UN peacekeeping may be neglected by the UN peacekeeping operation. This is because the situation of the UNPB stays unaware or inconspicuous to them until personnel are dispatched to engage in UN peacekeeping missions (Interviewee, 2022).

However, in an interview with a male UN official, he revealed that:

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> *...it would be strange not to be aware of the UNPB's situation on promoting the notion of women empowerment through its peace-building missions, given that they are used regularly and sometimes form an integral part of the UN's operations, services, and activities during peace-building missions* (Interview, 2022).

Level of understanding of United Nations Peace Building

By analysing the response of the subject to question two (2), the degree of understanding of the United Nations Peace Building in Ghana Security Service (thus the GAF and GPS) was obtained. The findings of crosstabs are reported in Table 16 below. Their degrees of comprehension of UN Peacekeeping in the row for 'inside the existing security service.' In the Ghana Armed Forces (GAF), 77.3% of respondents are happy with their understanding of women empowerment. empowerment in the security service (i.e., G+VG+E+Ex+VEx). In addition, the Ghana Police Service (GPS) is 57.4%. There is no significant difference in their responses. At the same time if there was a significant difference that would explain the lack of involvement of female offices in the UNPB operation.

Table 16: Level of understanding of United Nations Peace Building

			Which service do you belong.		Total
			GPS	GAF	
What is your overall level of	Very Exceptional	Count	60	8	68
		% within What is your overall level	88.2%	11.8%	100.0%

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understanding of the United Nations Peacebuilding?		of understanding of United Nations Peacebuilding?			
		% within Which service do you belong to?	20.0%	15.1%	19.3%
		% of Total	17.0%	2.3%	19.3%
	Exceptional	Count	62	16	78
		% within What is your overall level of understanding of United Nations Peacebuilding?	79.5%	20.5%	100.0%
		% within Which service do you belong to?	20.7%	30.2%	22.1%
		% of Total	17.6%	4.5%	22.1%
	Excellent	Count	40	12	52
		% within What is your overall level of understanding of United Nations Peacebuilding.	76.9%	23.1%	100.0%
		% within Which service do you belong.	13.3%	22.6%	14.7%
		% of Total	11.3%	3.4%	14.7%
	Very Good	Count	8	5	13
		% within What is your overall level of understanding of United Nations Peacebuilding.	61.5%	38.5%	100.0%
		% within Which service do you belong.	2.7%	9.4%	3.7%
		% of Total	2.3%	1.4%	3.7%
	Good	Count	2	0	2

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		% within What is your overall level of understanding of United Nations Peacebuilding.	100.0%	0.0%	100.0%
		% within Which service do you belong.	0.7%	0.0%	0.6%
		% of Total	0.6%	0.0%	0.6%
	Fair	Count	24	5	29
		% within What is your overall level of understanding of United Nations Peacebuilding.	82.8%	17.2%	100.0%
		% within Which service do you belong.	8.0%	9.4%	8.2%
		% of Total	6.8%	1.4%	8.2%
	Slightly Poor	Count	69	3	72
		% within What is your overall level of understanding of United Nations Peacebuilding.	95.8%	4.2%	100.0%
		% within Which service do you belong.	23.0%	5.7%	20.4%
		% of Total	19.5%	0.8%	20.4%
	Moderately Poor	Count	27	4	31
		% within What is your overall level of understanding of United Nations Peacebuilding.	87.1%	12.9%	100.0%
		% within Which service do you belong.	9.0%	7.5%	8.8%
		% of Total	7.6%	1.1%	8.8%

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	Very Poor	Count	6	0	6
		% within What is your overall level of understanding of United Nations Peacebuilding.	100.0%	0.0%	100.0%
		% within Which service do you belong.	2.0%	0.0%	1.7%
		% of Total	1.7%	0.0%	1.7%
	Extremely Poor	Count	2	0	2
		% within What is your overall level of understanding of United Nations Peacebuilding.	100.0%	0.0%	100.0%
		% within Which service do you belong.	0.7%	0.0%	0.6%
		% of Total	0.6%	0.0%	0.6%
Total		Count	300	53	353
		% within What is your overall level of understanding of United Nations Peacebuilding.	85.0%	15.0%	100.0%
		% within Which service do you belong.	100.0%	100.0%	100.0%
		% of Total	85.0%	15.0%	100.0%
Each subscript letter denotes a subset of Which service do you belong. categories whose column proportions do not differ significantly from each other at the .05 level of significance.					

Source: Fieldwork (2022)

Table 17: Overall Level of understanding of United Nations Peace Building of security personnel

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Extremely Poor (EP)	2	.6	.6	.6
	Very Poor (VP)	6	1.7	1.7	2.3
	Moderately Poor (MP)	31	8.8	8.8	11.0
	Slightly Poor (SP)	72	20.4	20.4	31.4
	Fair (F)	29	8.2	8.2	39.7
	Good (G)	2	.6	.6	40.2
	Very Good (VG)	13	3.7	3.7	43.9
	Excellent (E)	52	14.7	14.7	58.6
	Exceptional (Ex)	78	22.1	22.1	80.7
	Very Exceptional (VEx)	68	19.3	19.3	100.0
	Total	353	100.0	100.0	

Source: Fieldwork (2022)

Table 15 displays the frequency of respondents (frequency), the proportion of respondents who provided a particular response, and the general attitude of officers in both security agencies (therefore GAF and GPS) towards United Nations Peace Building. Overall, 39.7% of respondents said they didn't agree with or understood the United Nations Peace Building, or EP+VP+MP+SP+F. In addition,

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60.3% of respondents believed they understood the United Nations Peace Building to the G+VG+E+Ex+VEx degree.

40% of the sample population, or p =0.40 (to the second decimal place (d.p.)), disagrees with the degree of women's empowerment. The m=3.0 mode. As a result, the officers and the degree of knowledge of UN peacebuilding are somewhat in harmony.

CHAPTER FIVE

THE DETERMINANTS OF WOMEN EMPOWERMENT IN GAF AND

GPS

Introduction

This Chapter analysed the determinants of women empowerment in the GAF and the GPS. It presents the results on the determinants of women empowerment.

A prior Expectation

The objective was to establish the determinants of women empowerment in the Ghana Armed Forces and the Ghana Police Service. The researcher's a prior expectation is that women empowerment is a function of the determinants of women empowerment in GAF and GPS. Thus $Y = f(X_i)$. Where Y = Women empowerment, X_i = Determinant variables. $X_i = (X1, X2, X3, X4, X5, X6, X7)$.

a. Access to education (X1).

b. Decision-making choices (X2).

c. Leadership opportunities (X3).

d. Economic freedom (X4).

e. Access to resources (X5).

f. Right to determine choices (X6).

g. Right to control their lives (X7).

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Presentation and Interpretation of Results

Table 18 presented data on the determinants of women empowerment in the Ghana Armed Forces and the Ghana Police Services. The presentation of the data was done using frequency and percentages.

Table 18: Data on the Determinants of Women Empowerment.

Variable	Frequency	Percent
Access to Education	41	11.6
Decision-making choices	73	20.7
Leadership opportunities	50	14.2
Economic freedom	54	15.3
Right to access resources	40	11.3
Right to determine the choice	35	9.9
Right to control their lives	60	17.0
Total	**353**	**100.0**

Source: Field survey (2022)

A regression function and equation depicting the relationship between the determinant variables are shown below;

$Y = f (X1, X2, X3, X4, X5, X6, X7)$

$Y = \beta0 + \beta1\ X1 + \beta2\ X2 + \beta3\ X3 + \beta4\ X4 + \beta5\ X5 + \beta6\ X7 + \beta5\ X7 + e$

$WE = \beta0 + \beta1\ (AE) + \beta2\ (DM) + \beta3(LR) + \beta4(EF) + \beta5(RAOR) + \beta6(RDC) + \beta7(RCTL) + e$

Result 1

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Table 19: Spearman's Correlation analysis of the determinants of WE

Correlations

			WE	AE	DM	LR	EFC	RDC	RAOR	RCLT
Spearman's rho	WE	Correlation Coefficient	1.000							
		Sig. (2-tailed)	.							
		N	353							
	AE	Correlation Coefficient	.744**	1.000						
		Sig. (2-tailed)	.000	.						
		N	353	353						
	DM	Correlation Coefficient	.785**	.859**	1.000					
		Sig. (2-tailed)	.000	.000	.					
		N	353	353	353					
	LR	Correlation Coefficient	.764**	.787**	.847**	1.000				
		Sig. (2-tailed)	.000	.000	.000	.				
		N	353	353	353	353				
	EF	Correlation Coefficient	.725**	.783**	.765**	.834**	1.000			
		Sig. (2-tailed)	.000	.000	.000	.000	.			
		N	353	353	353	353	353			
	RDC	Correlation Coefficient	.232**	.326**	.330**	.368**	.264**	1.000		
		Sig. (2-tailed)	.000	.000	.000	.000	.000	.		
		N	353	353	353	353	353	353		
	RAOR	Correlation Coefficient	.384**	.376**	.432**	.419**	.379**	.736**	1.000	
		Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.	
		N	353	353	353	353	353	353	353	
	RCLT	Correlation Coefficient	.702**	.759**	.744**	.794**	.952**	.246**	.346**	1.000
		Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.
		N	353	353	353	353	353	353	353	353

**. Correlation is significant at the 0.01 level (2-tailed).

Source: Field Survey 2022   *Note: all correlations are significant at the 0.01 level (2-tailed).*

The Spearman's rank correlation coefficients indicate the strength and direction of the relationships between various pairs of women empowerment determinants. The correlation coefficient ranges from -1 to 1. A positive coefficient (closer to 1) indicates a strong positive relationship, meaning that as one variable

increases, the other tends to increase as well vice versa. A coefficient close to 0 suggests a weak or no linear relationship between the variables. The significance levels (indicated by ** for 0.01 and * for 0.05) tell the researcher whether the observed correlations are statistically significant. If a correlation is significant at the 0.01 level (2-tailed), it means that there is a very strong likelihood that the observed relationship is not due to random chance while 0.05 level (2-tailed) it still indicates a statistically significant relationship but with a slightly higher chance of being due to random chance compared to the 0.01 level.

Spearman's correlation rank coefficient analysis was conducted to determine the determinants of women empowerment in the GAF and the GPS in Ghana. The independent variables included; access to education (AE), decision-making (DM), leadership roles (LR), Economic freedom (EF), rights to access to opportunities and resources (RAOR), right to determine choices (RDC), and right to control their lives (RCTL). From Table 5.2 above, the results showed that women empowerment was found to have a positive correlation with the seven independent variables;

1. AE (r= 0.744**, p=0.00):

The correlation coefficient (r) between AE and the other variable is 0.744, which is a strong positive correlation. The p-value (p=0.00) is less than the typical significance level of 0.05, indicating that this correlation is highly statistically significant. Interpretation: There is a strong positive relationship between AE and the other variable. As one variable (AE) increases, the other variable tends to increase significantly.

2. DM (r= 0.785**, p=0.00):

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The correlation coefficient (r) between DM and the other variable is 0.785, which is a very strong positive correlation. The p-value (p=0.00) is less than 0.05, indicating that this correlation is highly statistically significant. Interpretation: There is a very strong positive relationship between DM and the other variable. As DM increases, the other variable tends to increase significantly.

    3. LR (r= 0.764**, p=0.00):

The correlation coefficient (r) between LR and the other variable is 0.764, indicating a strong positive correlation. The p-value (p=0.00) is less than 0.05, indicating high statistical significance. Interpretation: There is a strong positive relationship between LR and the other variable. An increase in LR is associated with a significant increase in the other variable.

    4. EF (r= 0.725**, p=0.00):

The correlation coefficient (r) between EF and the other variable is 0.725, suggesting a strong positive correlation. The p-value (p=0.00) is less than 0.05, confirming high statistical significance. Interpretation: There is a strong positive relationship between EF and the other variable. An increase in EF is linked to a significant increase in the other variable.

    5. RDC (r= 0.232**, p=0.00):

The correlation coefficient (r) between RDC and the other variable is 0.232, indicating a positive correlation, but it is relatively weaker compared to the previous correlations. The p-value (p=0.00) is less than 0.05, indicating statistical significance. Interpretation: There is a positive relationship between RDC and the other variable, but it is not as strong as the previous correlations.

6. RAOR (r= 0.386**, p=0.00):

The correlation coefficient (r) between RAOR and the other variable is 0.386, representing a moderate positive correlation. The p-value (p=0.00) is less than 0.05, indicating statistical significance. Interpretation: There is a moderate positive relationship between RAOR and the other variable.

7. RCLT (r = 0.702**, p=0.00):

The correlation coefficient (r) between RCLT and the other variable is 0.702, indicating a strong positive correlation. The p-value (p=0.00) is less than 0.05, indicating high statistical significance.

Interpretation: There is a strong positive relationship between RCLT and the other variable.

In summary, all the correlations are positive, suggesting that as one variable increases, the other tends to increase as well. The strength of these relationships varies from moderate to very strong, with corresponding high statistical significance. These findings indicate important associations between the variables, but further analysis and context are needed to fully understand the practical implications of these relationships in your specific study or dataset.

Almost all the variables had a very strong positive correlation with women empowerment during UNPB deployment in the GAF and the GPS. A positive correlation coefficient indicates that an increase in all the independent variables will increase UNPB performance.

In this situation, the 2-tailed significance value is.01, which is worth noting. Since the connection is extremely significant and not merely a result of random

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sampling error, etc., the typical alpha value is.05. This appears to be illogical. How is it possible for a modest connection to also be very important? How is it possible to be so certain that a connection this modest is real? The sample size is relevant to the answer. 353 examples were utilised by the researcher in the data collection. This indicates that the study's statistical power may detect even weak or moderate impacts. In this study, it was revealed that the right to determine the choice and right to opportunities and resources had a moderate correlation with access to education, decision-making, leadership role and economic freedom.

Result 2

Table 20: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change
1	.831ᵃ	.691	.684	.569	.691
Predictors: (Constant), RCL, RDC, RAOR, DM, AE, LR, EFC					

Source: Field Survey 2022

This value R (0.831) represents the correlation coefficient between the dependent and the independent variables in a linear regression model. It indicates a strong positive linear relationship between the variables. The value of 0.831 suggests a high degree of correlation. R Square measures the proportion of the variance in the dependent variable that can be explained by the independent variable(s) in the regression model. In this case, approximately 69.1% of the variance in the dependent variable is explained by the independent variable(s) in the model. This indicates that the regression model is relatively effective at explaining the variation in the dependent variable.

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Moreover, Adjusted R Square is similar to R Square but adjusted for the number of predictors in the model. It penalizes the inclusion of unnecessary predictors in the model. An Adjusted R Square of 0.684 suggests that the model is a good fit and that the predictors are relevant. Std. Error of the Estimate: 0.569 represents the standard error of the residuals (the differences between the observed and predicted values). This measures the average deviation of the observed values from the predicted values. A lower value indicates a better fit of the model to the data. R Square Change of represents the change in R Square when additional predictors are added to the model. In this context, it appears that the inclusion of the predictors in the model resulted in an increase in R Square from an unspecified previous value. Overall, the statistics model summary suggest that the regression model is effective in explaining a significant portion of the variance in the dependent variable, with a strong positive relationship between the variables.

Table 21: Analysis of Variance (ANOVA)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	249.107	7	35.587	110.079	.000[b]
	Residual	111.533	345	.323		
	Total	360.640	352			

a. Dependent Variable: UNPB
b. Predictors: (Constant), RCL, RDC, RAOR, DM, AE, LR, EFC
Source: Field Survey 2022

Concerning the analysis of variance (ANOVA) for a regression model. The ANOVA table is used to assess whether the regression model is a good fit for the

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data. The "Sum of Squares" for the regression model is 249.107. The "df" (degrees of freedom) for the regression model is 7. The "Mean Square" is 35.587. The "F" statistic is 110.079. The "Sig." (Significance) value is 0.000b (or <0.001). In this case, the "Regression" model is highly significant with an F-statistic of 110.079 and a very low p-value (<0.001). This suggests that the independent variables in the regression model are collectively effective in explaining the variation in the dependent variable. The residuals, representing unexplained variation, have a smaller sum of squares compared to the regression sum of squares, indicating that the model is a good fit. This indicates that the regression model is statistically significant. In other words, the independent variables in the model collectively have a significant effect on the dependent variable.

Table 22: Regression Coefficients

		Unstandardized Coefficients		Standardized Coefficients			95.0% Confidence Interval for B	
Model		B	Std. Error	Beta	t	Sig.	Lower Bound	Upper Bound
1	(Constant)	.474	.104		4.536	.000	.268	.679
	AE	.157	.065	.159	2.426	.016	.030	.283
	DM	.331	.074	.333	4.458	.000	.185	.478
	LR	.221	.075	.212	2.950	.003	.074	.368
	EFC	.102	.113	.104	.897	.370	-.121	.325
	RDC	-.152	.047	-.154	-3.263	.001	-.244	-.060
	RAOR	.124	.046	.132	2.712	.007	.034	.214
	RCL	.065	.100	.068	.653	.514	-.132	.262

a. Dependent Variable: UNPB

Source: Field Survey 2022

WE = 0.474 + 0.157X1 + 0.331X2 + 0.221X3 + 0.102X4 -0.152X5 + 0.124X6 + 0.065X7 + e………….3

Regarding the coefficient regression, the constant term represents the expected value of the dependent variable when all independent variables are set to zero. In this case, when all independent variables are zero, the expected value of the dependent variable is 0.474. The significant p-value ($p < 0.001$) indicates that the intercept is statistically significant, meaning it contributes significantly to explaining the variation in the dependent variable. AE has a positive unstandardized coefficient of 0.157, indicating that as AE increases by one unit, the dependent variable is expected to increase by 0.157 units, all else being equal. The standardized coefficient (Beta) of 0.159 suggests that AE has a moderate positive effect on the dependent variable. The p-value ($p = 0.016$) is less than 0.05, indicating that AE is statistically significant in explaining the variation in the dependent variable. DM has a positive unstandardized coefficient of 0.331, suggesting that a one-unit increase in DM is associated with a 0.331-unit increase in the dependent variable. The standardized coefficient (Beta) of 0.333 indicates a moderate positive relationship between DM and the dependent variable. The very low p-value ($p < 0.001$) indicates that DM is highly statistically significant in explaining the variation in the dependent variable.

Furthermore, LR has a positive unstandardized coefficient of 0.221, suggesting that as LR increases by one unit, the dependent variable is expected to increase by 0.221 units. The standardized coefficient (Beta) of 0.212 suggests a moderate positive effect of LR on the dependent variable. The p-value ($p = 0.003$)

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is less than 0.01, indicating that LR is statistically significant. EFC has a positive unstandardized coefficient of 0.102, suggesting a small positive impact on the dependent variable. The standardized coefficient (Beta) of 0.104 suggests a weak positive relationship. The p-value (p = 0.370) is greater than 0.05, indicating that EFC is not statistically significant in explaining the variation in the dependent variable. RDC has a negative unstandardized coefficient of -0.152, implying that a one-unit increase in RDC is associated with a decrease of 0.152 units in the dependent variable. The standardized coefficient (Beta) of -0.154 indicates a moderate negative relationship. The very low p-value (p < 0.01) indicates that RDC is highly statistically significant.

Moreover, RAOR has a positive unstandardized coefficient of 0.124, suggesting a small positive impact on the dependent variable. The standardized coefficient (Beta) of 0.132 suggests a weak positive relationship. The p-value (p = 0.007) is less than 0.01, indicating that RAOR is statistically significant. - RCL has a positive unstandardized coefficient of 0.065, implying a small positive impact on the dependent variable. The standardized coefficient (Beta) of 0.068 suggests a weak positive relationship. The p-value (p = 0.514) is greater than 0.05, indicating that RCL is not statistically significant.

Overall, it appears that AE, DM, LR, RDC, and RAOR are statistically significant predictors of the dependent variable, while EFC and RCL do not significantly contribute to the model. The standardized coefficients (Beta) provide insights into the relative strength of these relationships.

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Results 3

The mean analysis of the data on the determinant of women empowerment (Table 23) showed that all the items do conform to the significance criterion when a mean is calculated with a scale of 0 to 10 set at a 95% confidence level. With the highest being 8.17 for the United Nations Capacity to empower women and the least being unemployment (M = 6.56).

Based on the results of the study, the first item in table 21 generated argued that in order of the results presented, the following factors empowers women for participation in United Nations Peacebuilding: United Nations' capacity (M = 8.17), United Nations policies for women (M = 7.99) and religiosity (M = 7.65). In addition, the fourth item indicated Urbanization (M = 7.41). It further revealed that National policies and priorities for women (M = 7.32) also serves as a factor in empowering women. The results on the 6th rank with M = 7.31 showed psychological patterns of society (Society biased towards women). Again, the 7th rank showed psychological patterns of women (e.g., pregnancy, motherhood, and menopause etc. (M= 7.26). In addition, it was noted that ppsychological patterns of family (e.g. patrilocality, patrilineality, dowry systems etc.) ranked as the 8th determinant (M= 7.20). Participants agreed that the age is the 9th rank (M= 7.08). Again, respondents were of the view that there is household income to determine the empowerment of women ranked as 10th (M= 6.68). It again revealed that unemployment was the 11th rank factor (M = 6.56). This is shown in Table 23.

On how the input of the determinant of women empowerment in GAF and GPS, an interviewed participant gave the following account; a senior non-commissioned officer of GAF and an officer of GPS in an interview revealed that;

> *...the major determinants of promoting women empowerment in the United Nations through peace-building missions as known to personnel of GAF and GPS included formulation of gender policies, training and capacity building, deployment opportunities, the appointment of women as heads of peacebuilding missions and ensuring and promoting equal rights and privileges of women during UN peacebuilding missions* (Interview, 2022).

In an interview with a lecturer at Ghana Armed Forces Command and Staff College, he explained that:

> *...the major leadership positions usually occupied by female personnel of GAF as part of UN peacebuilding missions include Head of Mission, Special Representative of the UN Secretary-General, Contingent Commander and also Head of Human Rights. For instance, though not personnel of the GAF, Professor Henrietta Joy Abena Nyarko Mensa-Bonsu, who is currently a judge at Ghana's Supreme Court was appointed as The Deputy Special Representative of the Secretary-General (DSRSG) of the UN to oversee the UNIFIL missions and operations in 2007. Additionally, on September 16, 2019, Brigadier General Constance Ama*

Emefa Edjeani-Afenu, the first female Brigadier General of the Ghanaian Armed Forces, arrived at MINURSO to assume the position of Deputy Force Commander in place of outgoing Brigadier-General (Ban. Ar.) Abu Syed Mohammad Bakir after the expiration of his term. In order to prevent future mistakes, a thorough examination of the dynamics, trends, and failure factors in prior intervention procedures is often required before the nomination of UN Heads of Mission. (Interview, 2022).

...as known to GAF personnel, the major determinants of promoting women empowerment in the United Nations through peace-building missions included United Nations policies for women, age, gender policy formulation, training and capacity building, the appointment of women as heads of peacebuilding missions, and ensuring and promoting equal rights and privileges of women during UN peacebuilding missions (Interviewee, 2022).

Table 23: Determinant factors of Women Empowerment

	Mean	Std. Deviation	Skewness		Rank
	Statistic	Statistic	Statistic	Std. Error	
United Nations Capacity to empower women	8.17	1.892	-1.602	.130	1st

United Nations Policies for women	7.99	2.077	-1.369	.130	2nd
Religiosity	7.65	2.071	-1.509	.130	3rd
Urbanisation	7.41	2.354	-1.317	.130	4th
National policies and priorities for women	7.32	2.380	-.859	.130	5th
Psychological patterns of society. (Society biased towards women)	7.31	2.255	-.999	.130	6th
Psychological patterns of women. (e.g. pregnancy, motherhood and menopause etc.)	7.26	2.440	-.815	.130	7th
Psychological patterns of family. (e.g., patrilocality, patrilineality, dowry systems, etc.)	7.20	2.276	-.935	.130	8th
Age	7.08	2.459	-.874	.130	9th
Household Income	6.68	2.688	-.636	.130	10th
Unemployment	6.56	2.731	-.675	.130	11th

Source Field Survey (2022)

In addition, access to education is positively related to women empowerment. This means that holding other factors constant, as access to education increases, it enhances women empowerment. This means that access to education of women in the GAF and GPS will enhance United Nations Peace Building Operations. It could also mean that women in the GAF and the GPS are given the necessary support to access education with all the needed resources to perform their empowering activities. This could lead to the efficient use of women officers, who are actively involved during UNPB operations. Access to education, which is a system that helps reduce the opportunities for females to be given out for marriage at their tender age and to increase the chances of gaining

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education which includes: on-time enrolment and advancement at the right age, regular attendance, learning that is commensurate with national success criteria, a learning environment that is safe enough to allow learning to take place, and fairly dispersed learning opportunities that aid to empower them (Lewin, 2015).

The ability to occupy a leadership role was also proven to be positively correlated with women's empowerment. This suggests that, if all else is equal, there will be a higher number of women in leadership roles, which will increase female empowerment. A groups or organization's officials and staff are assessed on how well they perform in their roles as leaders. They have the ability to influence people and guide your team towards a common objective. It was also shown that there is a positive association between women's empowerment and decision-making. According to this, a 1% increase in women's influence over significant choices is correlated, all else being equal, with a 69.1% increase in personal agency. This shows that in order to accomplish the goals stated for empowering women in the GAF and GPS, the management staff of the GAF and GPS works in conjunction with the female officers. The process of choosing a course of action involves recognising a choice, acquiring pertinent information, and considering the advantages and disadvantages of the potential alternatives. A systematic decision-making process may assist in empowering female officers by obtaining pertinent data and defining options. Economic independence and the ability to make one's own decisions were determined to be not essential in this study on the characteristics that affect women's empowerment in the GAF and the GPS. As a consequence, with very little outside assistance, women in the GAF and GPS are acquiring economic independence and personal liberty. It's possible that this may harm attempts to empower women.

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Freedom of choice also has a detrimental but statistically significant effect. This implies that whereas freedom of choice has a detrimental impact on women's empowerment in the GAF and the GPS, it is a significant predictor of women's empowerment at UNPB. The idea of "right to determine choices" is used to assess a woman's moral or legal right to decide whether to enlist in the armed forces. As a result, it assesses whether women have a separate right to empowerment or if they are not participating in activities to achieve it.

Women's empowerment and the right to access resources are favourably associated. If all other parameters stay constant, the Right to access resources is enhanced, or a unit of Right to access resources is added, women's empowerment might improve by 69.1%. In assessing women's empowerment, which also refers to the capacity to utilise and profit from certain resources (material, financial, human, political, social, etc.), the right to access opportunities and resources evaluates gender equality.

The study's findings are partly consistent with assumptions of the variables that affect women's emancipation, including knowledge of access to education, decision-making, leadership roles, rights to opportunities and resources, and the freedom to make choices. Following Meena (2018) explains that women empowerment is intended to highlight situational constraints, gender socialisation, cultural values, and institutional impediments that exacerbate the plight of women and the need to re-orient women through education and re-socialization in order to effectively minimise or address some of their serious developmental plights and challenges. This study supports the idea put forth by Peterson and Runyan (2009) that the UN's efforts to promote women's empowerment through global

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governance are intended to minimise or eliminate the poor or limited representation of women at the pinnacle of global governance structures, institutions, and systems, which in turn influences how those crises are addressed, particularly when they have a significant impact on women's interests.

Gender Perspective of the Determinants of Women Empowerment

As per Table 5.7, there are both commonalities and discrepancies in the ranking of the variables that offered women empowerment between males and females.

Similarities

In both situations, 'The United Nations' capacity to empower women' is at the forefront of the list. That generated the highest degree of determinant with the factor for women empowerment for both male and female officers.

In all circumstances, 'Religiosity' ranks second in terms of the degree of determinants provided.

United Nations policies for women come third in both cases in the level of a determinant it provides.

Concerning disagreement factors, 'household income' tops the list, with 68.6% of responses for male officers and 62.1% for female officers.

In both cases 'household income' as a disagreement factor is directly followed by 'unemployment'.

The ranking of the variables of women empowerment in terms of percentage replies for male officers is the same as in the triangulated instance.

Table 24: Crosstab of Factors of Women Empowerment with Gender

S/No	Determinant	% Response	
		Male (MR)	Female (FR)
1	*United Nations' capacity to empower women*	90.9	86.7
2	*Religiosity*	87.2	85.9
3	*United Nations Policies for women*	84.7	83.4
4	*Urbanisation*	81.4	81.0
5	*Psychological patterns of family*	78.5	76.5
6	*Psychological patterns of women.*	78.4	67.5
7	*Psychological patterns of society*	77.4	81.5
8	*Age*	74.5	76.5
9	*National policies and priorities for women*	72.7	74.7
10	*Unemployment*	69.4	63.9
11	*Household income*	68.6	62.1

Source: Fieldwork (2022).

Differences:

The order of the women's empowerment components did not match the overall order for officers.

Figure 5.6 displays a visualisation of the correlation between the replies from men (MR) and women (FR). Between MR and FR, there was a substantial negative Pearson correlation coefficient of r=-2.1236, with a coefficient of determination (R2) of 0.9766 or 97.66%. That is, over 98% of the unusual beliefs are shared by both the male and female respondents. When two variables have an inverse, or negative, correlation, one variable increase while the other decreases, and vice versa. This relationship between the two variables may or may not indicate causation, but it does show an apparent pattern.

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A Plot of the Correlation between MR and FR
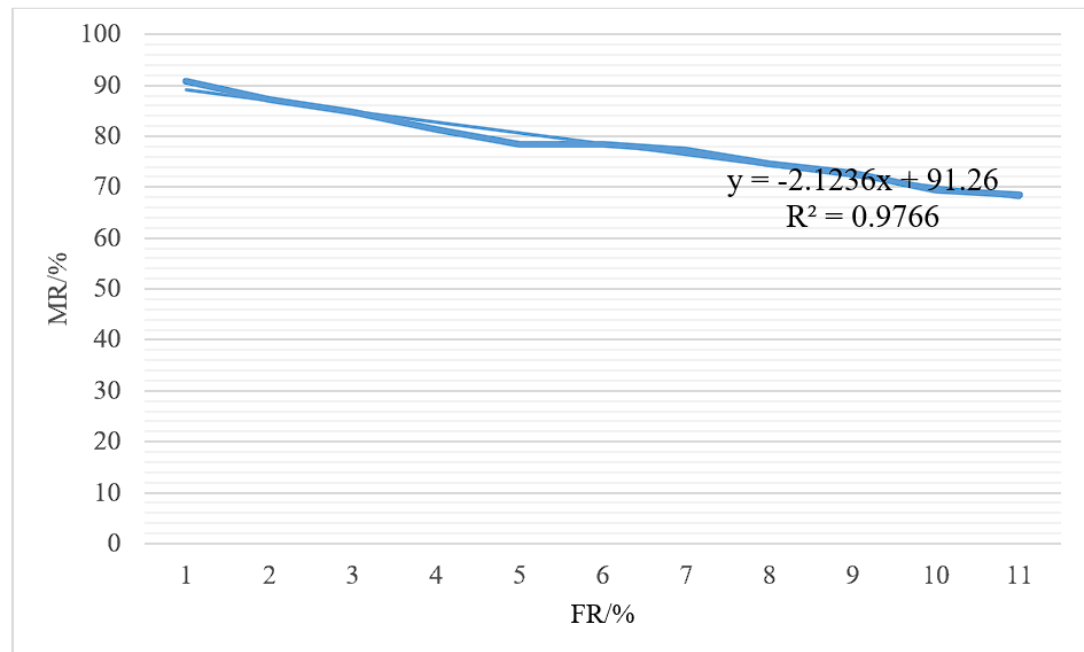
Figure 5.1 *A regression line of the correlation between MR and FR*

Figure 9: A Regression line of the correlation between MR and FR

Through further interview sessions with select officers (both the GAF and the GPS), on the determinants of women empowerment in UN peacebuilding operations as they relate to the officers' gender. The responders are well versed in the creation of gender policies as used by the UN to achieve women empowerment through its peacekeeping deployments. In an interview with a female GAF Major and the combined perspective of a female GPS inspector, they discover:

> *...the most effective strategy implemented by the UN to ensure women empowerment through its peacekeeping missions is the formulation of gender policies, which include Gender Equality, Women Social Protection Policies, Economic Empowerment Policies, Sexual Harassment Policy, Participation and Inclusion*

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Policy, Non-discriminatory Policies, and Gender Mainstreaming Policies; which are encapsulated in the Sustainable Development Goal (SDG 5) of promoting Gender Equality a priority. They emphasized that gender equality is not only a basic human right, but also an essential basis for a peaceful, prosperous, and sustainable world and that the UN has achieved significant progress in safeguarding and promoting gender equality throughout peacekeeping deployments over the previous decade. She (Major of the GAF) also revealed that, of the current troop-contributing countries, and with 105 women in uniform under The United Nations Interim Force in Lebanon (UNIFIL), the Republic of Ghana leads the way with the highest number of female personnel contributing to Lebanon's peace-building processes. This represents approximately 12% of the overall strength of the Ghanaian Battalion in UNIFIL. As a result, female GAF troops have contributed considerably to the peace mission in south Lebanon and continue to do so.

A military police officer, for example, plays an important function in UNIFIL by ensuring that vehicles entering and departing the camp are thoroughly searched to ensure the security and safety of camp workers. A dentist who has served in the Ghanaian Army for over 15 years, also provides free dental care to locals in Lebanon as part of her participation in the UNIFIL peacekeeping

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deployment. Furthermore, the Lieutenant and her staff deliver free food supplies to youngsters in Lebanon, particularly during the Tibnin holidays. Furthermore, as part of her participation in UNIFIL peacekeeping missions, An officer leads an aerobics lesson with youngsters from a special needs school in Ayta ash Sha'ab, Lebanon.

They concluded that developing gender equality policies is the most successful approach for boosting women empowerment during UN peacekeeping deployments since it is the only strategy used by the UN on a year-round basis in its peacekeeping operations and has a broad coverage area. This enables the UN to reaffirm and re-echo its purpose and vision in the promotion of women empowerment, particularly during peacekeeping operations. This provides a platform for the UN to collect field data, carry out some women empowerment activities, and give a mechanism for data-driven women empowerment decision-making during conflict resolutions, with significant female participation (Interviewee, 2022).

In an interview with a female UN official, she posited that:

...the training and capacity development strategy is also widely used by the UN during peacekeeping operations to promote women empowerment. This is critical for all UN peacekeeping deployments; without it, operations and missions may be compromised. She highlighted that there are two basic forms of

> *training and capacity building for female UN peacekeeping forces.*
> *This includes both in-mission and pre-mission training. In-mission*
> *training programs are those that are provided to people while they*
> *are on or during a mission, whereas pre-deployment training is that*
> *which is provided to personnel before they are deployed for a*
> *specific mission* (Interview in 2022.)

In support of the above, a male Brig. General of GAF, pointed out in an interview and it was consented by a female officer of the GPS that:

> *...under the command of Lieutenant Colonel (Lt Col) Frank Gyebi-*
> *Abrokwah, the United Nations Interim Force in Lebanon (UNIFIL)*
> *Ghana Battalion 87 (GHANBATT 87) began a five-week pre-*
> *deployment training at the Battle Training Camp, Bundase, in the*
> *Ningo Prampram Municipality, intending to train troops on the*
> *UNIFIL's mandate and the mission of the Ghana contingent*
> *deployed in Lebanon. This began on Friday, March 6, 2020, to*
> *allow chosen members from the Ghana Armed Forces to marry up,*
> *undertake combined training and medical checks, and boost troop*
> *morale. He explained that such training programs provide*
> *personnel, particularly women, with a wide range of skills and*
> *understanding about UN peacebuilding mission* (Interviewee,
> 2022).

The preceding verifies Peterson and Runyan's (2009) claim in Gender and Global Governance that providing women with global governance ideas and procedures

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helps to reduce gendered disparities throughout global governance processes such as UN peacekeeping deployments. They argue that the worldwide notion of power in politics is often male, centred on ideas, competitiveness, strength, coercion, and violence. As a result, the UN collaborates with GAF through training and capacity-building programs to equip them with global governance ideas, putting them in a better position for competition and addressing global security and development challenges, particularly during UN peacekeeping missions.

Correlation between GAF Response and GPS Response

Table 23 shows the proportion of respondents who said that the determinants (the women empowerment factors) were accepted, GAF, and the degree to which the Ghana Police Service accepted the determinants, GPS. Figures 5.2 (linear plot, R2 = 0.6019), 5.3 (power plot, R2 = 0.5072), and 5.4 (polynomial of order plot, R2 = 0.6048) each show a scatter plot and its corresponding regression line.

The Pearson correlation coefficient is r = 0.0539 0.05 from the graph of the linear regression, and the coefficient of determination, R2, is 0.6019 or 60.19%. This relationship is quite favourable. That is, 60.19% of the Ghana Police Service (GPS) can be explained by a linear regression model.

Table 5.1 The determinant factors of women empowerment between Ghana Armed Forces and Ghana Police Service

S/No	Determinant	% Response	
		GAFR	GPSR
1	*United Nations' capacity to empower women*	87.7	94.3
2	*Religiosity*	85.7	84.9
3	*United Nations Policies for women*	81.6	84.9

4	*Urbanisation*	81.6	79.1
5	*Psychological patterns of society*	80.3	77.2
6	*Psychological patterns of family*	77.7	79.1
7	*Psychological patterns of women*	75.7	71.7
8	*Age*	74.7	77.4
9	*National policies and priorities for women*	71.3	85.0
10	*Household income*	67.7	60.4
11	*Unemployment*	67.4	69.9

Source: Fieldwork (2022)

A more significant favourable correlation between GAFR and GPSR was anticipated. Figure 5.3 is produced by plotting the GAFR and GPSR data. The coefficient of determination in this instance is 0.5972, or 59.72%. 59.72% is implied to be the Ghana Police Service's variation, which is explained by the power model and the Ghana Armed Force. As a result, the link between the answers for GAF and GPS is better explained by a power model than by a linear model, according to the power plot.

It was discovered that the polynomial plot's GAFR and GPSR correlation coefficient was 0.6048, or 60.48%. That is, the polynomial model and the GAF responses account for 60.48% of the variance in GPSR. As a result, the polynomial model provided a more comprehensive explanation of the relationship between the Ghana Police Service and the variables that determine women's empowerment than either the linear model or the power model.
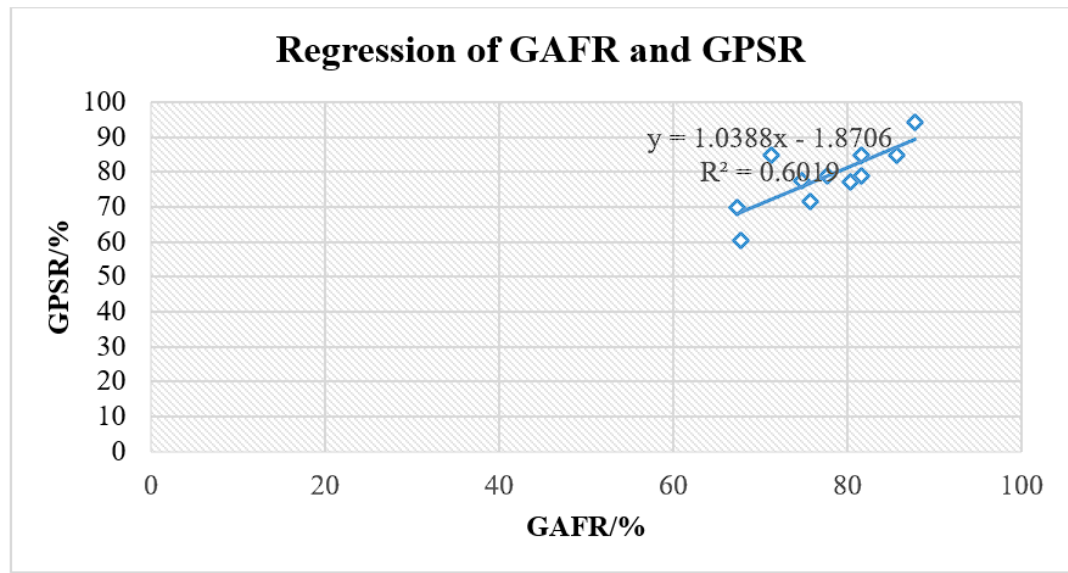
Figure 5.2 A linear regression graph of GAFR and GPSR

Figure 10: A linear regression graph of GAFR and SPSR
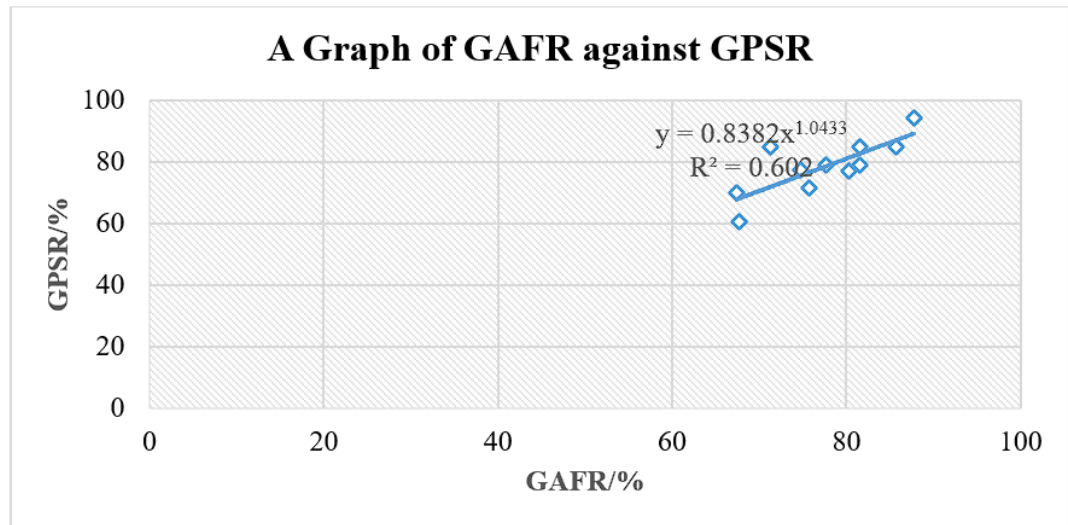
Figure 5.3 A power regression plot of GAFR against GPSR

Figure 11: A power regression plot of GAFR against GPSR

A Graph of GAFR against GPSR

$y = 0.0117x^2 - 0.757x + 66.82$
$R^2 = 0.6048$
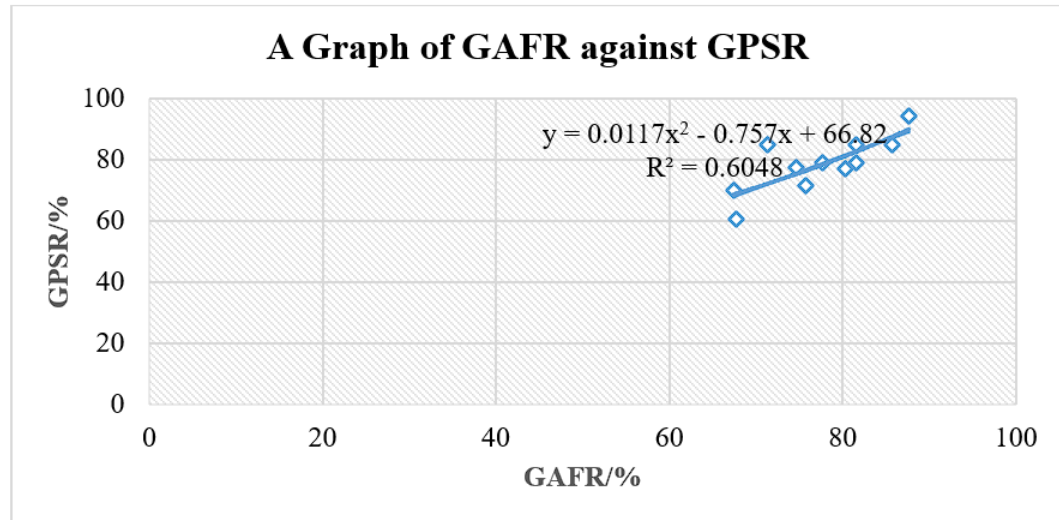
Figure 5.4 A polynomial regression plot of GAFR against GPSR

Figure 12: A polynomial regression plot of GAFR against GPSR

By observing the three plots, it could be deduced that the relationship between Ghana Armed Forces and Ghana Police Service on the determinants for women empowerment seems to be described best by the polynomial relationship. With this model, 60.48%

The possible reasons for the unexpected low correlation between GPSR and GAFR are:

i. Women's empowerment is not the only determinant of which Ghana Police officers are sent on the UNPB assignment. This explains why R^2 is so low.

ii. Two independent variables have different sets of respondents. The folks who provided information for GAF were distinct from those who provided information for GPS.

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The second conclusion is backed up by Franken (2001), who argued that a person's explanatory attributional style might alter the list of essential requirements. It was more prudent to find out what the people desired and how their demands might be addressed rather than rely on a supposition. For instance, Waitley (1996) recommended that the researcher inquire about the respondent's hypothetical situation in which neither time nor money were an impediment. What would the person do now, this week, this month, this year, next year, and so on if he knew he had unlimited resources at his disposal and that the following year would bring the same guarantees? The next step is to ask follow-up questions to get to the bottom of what's stopping the individual from taking the day off and accomplishing what he wants to do. This free-form approach is more likely to reveal the subject's specific and most important needs, which, if addressed, might lead to increased agency. The approach used in the present investigation was shaped by this idea.
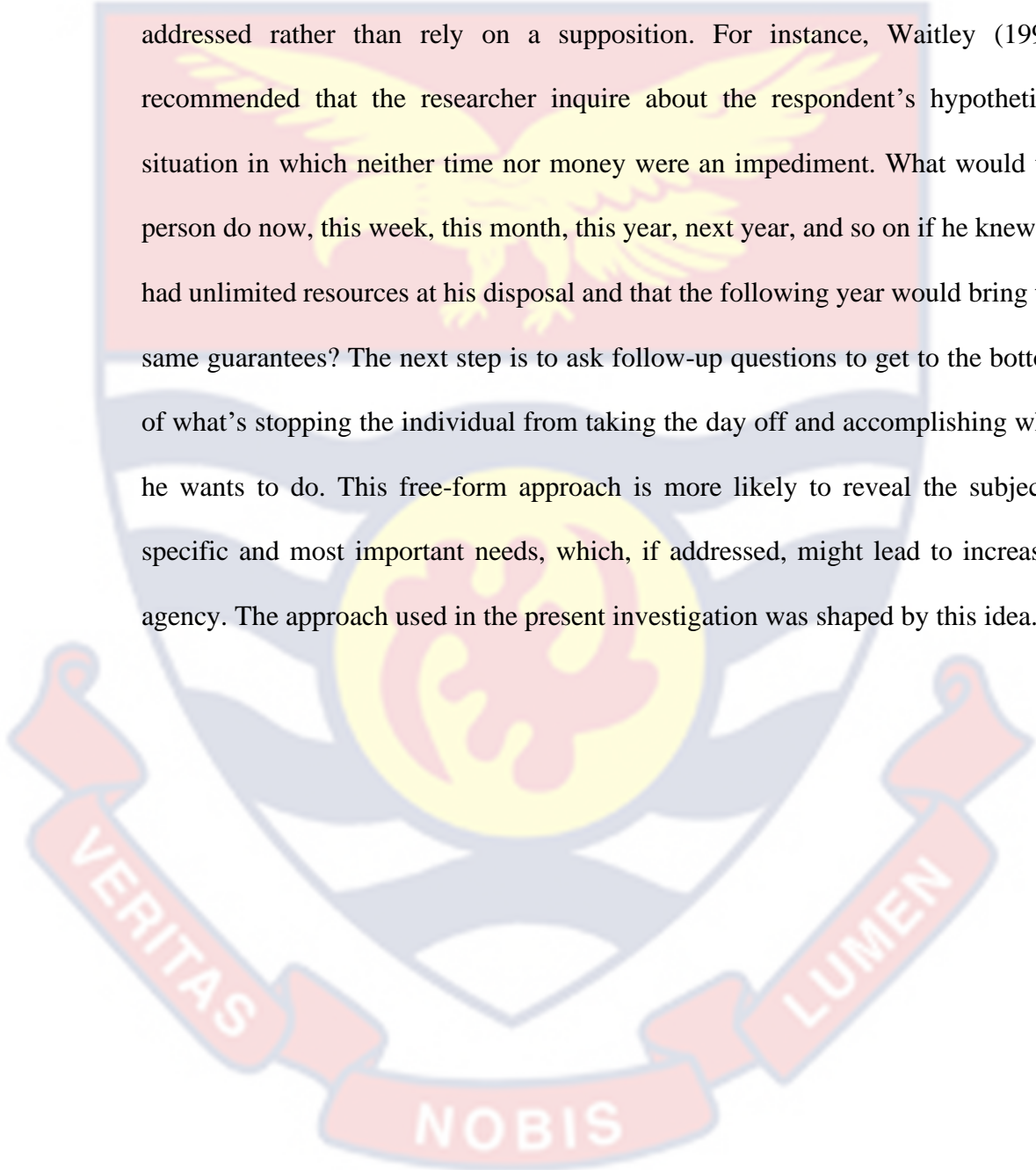
CHAPTER SIX

THE EFFECTS OF WOMEN EMPOWERMENT ON UNITED NATIONS

PEACE BUILDING

Introduction

The study analyses the effects of women empowerment on the United Nations Peace Building. The chapter presents results on the effects of women empowerment on the United Nations Peace Building from the perspective of the Ghana Armed Forces and the Ghana Police Service.

Prior Expectations

The study proposed the following effects of women empowerment on United Nations Peace Building as the a priori expectation of the study: advanced conflict resolution, improved security systems, evidence of enforcement of women rights, increased women in leadership positions, decreased children and women in armed conflict, and DDR.

Presentation and Interpretation of Results

Structural Equation Modeling (SEM) was used to analyse the effects of women empowerment on United Nations Peace Building based on the views of the GAF and GPS. The model shows different paths linking the latent variables. With this model, the latent variables are the effects of women empowerment (EWE) as an actor and United Nations Peace Building (UNPB). For the path between the variables to be considered statistically significant, the estimated relationship must have a p-value less than or equal to 0.05. The SEM results show that the latent variable (EWE (β =1.00, P =

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0.000) path in the model is statistically significant (see Figure 6.1 and Table 7.1). Indeed, some of the latent variables showed p-values less than 0.01, which indicates extremely strong causal relationships.

From the model, there is a direct relationship between the effects of women empowerment and the United Nations Peace Building path.

The path showing the relationship between women empowerment and United Nations Peacebuilding is statistically significant. For, the paths showing the various relationships between the UNPB and its indicators (Advanced conflict resolution, Improved security systems, Evidence of enforcement of women rights, Increased women in leadership positions, Decreased children and women in armed conflict, and DDR) are considered to be statistically significant if it values of p is less than or equal to 0.05 significance level.

The results from the analysis show that all the indicator variables (Advanced conflict resolution ($\beta = 0.73$, P = 0.00), Evidence of enforcement of women rights $\beta = 1.00$, P = 0.000, Increased women in leadership positions $\beta = 1.00$, P = 0.000, Decreased children and women in armed conflict $\beta = 0.79$, P = 0.000, and DDR $\beta = 0.92$, P = 0.000,), linking the path to United Nations Peace Building in the model are statistically significant (see Figure 6.2 and Table 6.1). All the observed variables (indicators) show high p values indicating stronger relationships with UNPB.

The value of the R^2 shows the proportion of variance in the latent variables that are explained by the observed variables. The study revealed that 63.8% of the proportion of variance in women empowerment explained United

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Nations Peace Building in the Default model

For the Independence model, women empowerment accounts for 33.2% which explains the variance in United Nations Peace Building as in Table 25.

Table 25: Maximum Likelihood Estimates

			Estimate	S.E.	C.R.	P
UNPB1	<---	EWEP	.084	.176	.478	.633
De1	<---	EWEP	1.000			
De3	<---	EWEP	1.320	.066	20.053	***
De4	<---	EWEP	1.322	.066	20.024	***
De5	<---	EWEP	1.058	.069	15.431	***
De6	<---	EWEP	1.225	.067	18.345	***
Q1	<---	UNPB1	1.000			
Q4	<---	UNPB1	9.710	20.545	.473	.636
Q5	<---	UNPB1	6.391	13.664	.468	.640
Q6	<---	UNPB1	6.553	14.041	.467	.641

Source: Field Survey 2022
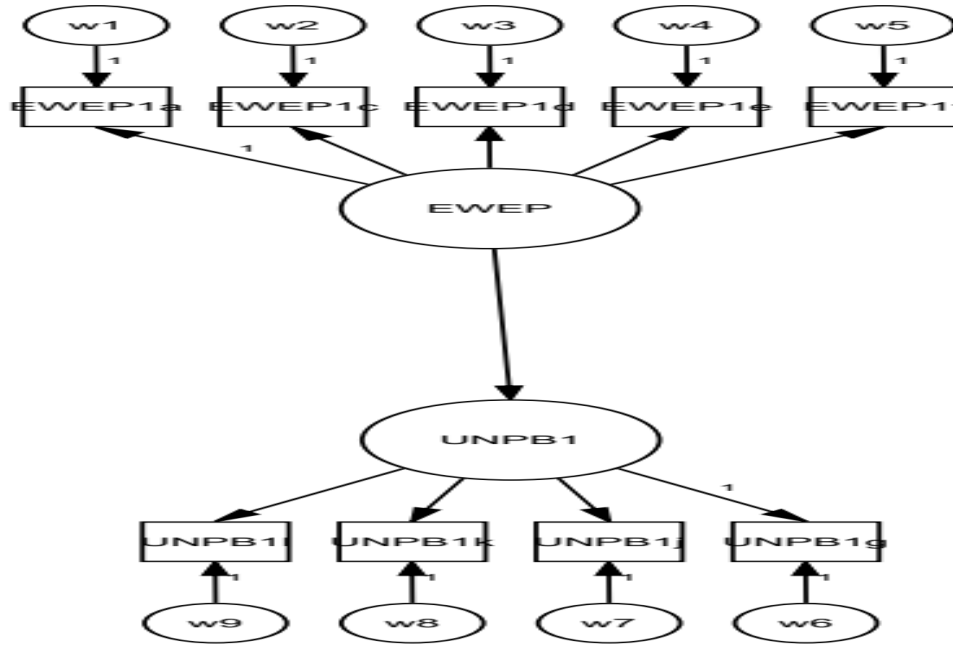
Figure 13: Proposed Path Diagram
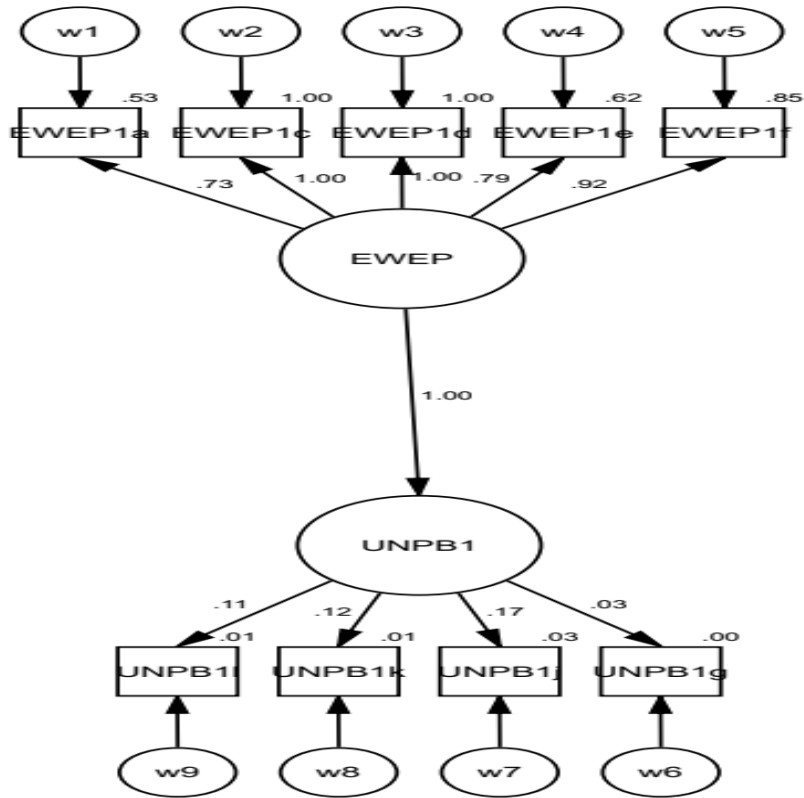
Figure 14: Resolved Path Diagram

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Table 26: Fit Summary

CMIN

MODEL	NPAR	CMIN	DF	P	CMIN/DF
Default Model	18	1093.143	27	.000	40.487
Saturated Model	45	.000	0		
Independence Model	9	4479.350	36	.000	124.426

RMR, GFI

MODEL	RMR	GFI	AGFI	PGFI
Default Model	2.740	.638	.397	.383
Saturated Model	.000	1.000		
Independence Model	2.839	.332	.165	.265

Factor Loading for Effectiveness of Women Empowerment and UNPB

Factors that are outstanding and should be kept for more data analysis are those with factor loadings over 0.5. adoption of UN peacebuilding metrics and indicators measuring the success of women's empowerment as items for further examination. The loading factors in Table 27 are all over 0.5, suggesting a great loading factor that was taken into consideration for further study. Furthermore, the variables were responsible for 58.66% of the overall variation. The Kaiser- Meyer-Olkin Measure (KMO measure) was used to examine the sample adequacy, and the results showed that KMO (0.814) was more than 0.5 and Bartlett's examine was significant as shown in Table 28

Table 27 Exploratory Factor Analysis (EFA)

Structure Matrix		
	Factor	
Variables	1	2
EWEP1a	.804	-.029
EWEP1c	.985	.112
EWEP1d	.984	.114
EWEP1e	.822	.135
EWEP1f	.945	.052
UNPB1g	.012	.050
UNPB1j	.143	.919
UNPB1k	.082	.923
UNPB1l	.092	.906
Extraction Method: Principal Axis Factoring.		
Rotation Method: Oblimin with Kaiser Normalization		

Source: Field Survey (2022)

Table 6.4 KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.814
Bartlett's Test of Sphericity	Approx. Chi-Square	4430.569
	Df	36
	Sig.	.000

Source: Field Survey (2022)

Reliability Test

Cronbach's alpha was employed in this study to assess the instrument's internal consistency, which is based on the average correlation among the items on a scale (Muchelule, 2018). Longer scales and heterogeneous (mixed) groups tend to boost the study's dependability (Nunnally, 1978). The value of Cronbach's alpha, a measure of dependability, ranges from 0 to 1. A scale's assessment is

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considered reliable if it is greater than 0.70. The dependability of the scales was determined by calculating their internal consistency using Cronbach's alpha. Cronbach's alpha (Muchelule, 2018) measures the average correlation between scale items and provides an estimate of the instrument's internal consistency. Researchers might feel more confident in their findings when their samples are bigger and more representative of the population at large (Nunnally, 1978). According to Salem (nd), Cronbach's alpha is a reliability coefficient that may take on values between 0 and 1. A scale's assessment is considered reliable if it is greater than 0.70.

Consistency within Cronbach's alpha was used to validate the scales' dependability.

Table 29: Reliability Test of Study Construct

Variables Constructs	Cronbach's Alpha	Composite Reliability (CR)
To describe the state of Women Empowerment and United Nations Peacebuilding	0.807	0.791
To assess the determinants of women empowerment	0.784	0.708
To analyse the effects of women empowerment on United Nations Peacebuilding.	0.784	0.830
To evaluate the challenges of women empowerment in United Nations Peacebuilding	0.720	0.863
To synthesize an improved women empowerment system for enhanced United Nations Peacebuilding	0.731	0.814

Source: Field Survey (2022)

Test for Convergent and Discriminant Validity

Using scores generated for average variance extracted (AVE) and mean shared variance (MSV), this research examined the convergent and discriminant validity of the components. In accordance with Mansour et al. (2021), the researcher maintains discriminant validity when AVE is larger than MSV while maintaining convergent validity if AVE is 0.5 or greater and less than CR. For the structures in Table 30, the AVE and MSV scores.

Table 30: Test of Convergent and Discriminant Validity

Variables	AVE	MSV
State of Women Empowerment and United Nations Peacebuilding	0.754	0.672
Determinants of Women Empowerment	0.744	0.670
Effects of Women Empowerment on United Nations Peacebuilding	0.748	0.590
Challenges of Women Empowerment in United Nations Peacebuilding	0.702	0.630
Improved Women Empowerment system for enhanced United Nations Peacebuilding	0.713	0.709

Source: Field Survey (2022)

According to the concept, there is a clear connection between the route of United Nations Peace Building and the outcomes of women's empowerment. It is statistically significant that there is a correlation between the impacts of women's empowerment and UN peacebuilding. Further investigation reveals that the statistical significance of the relationships

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between the success of women's empowerment and UN peacebuilding. Because the paths illustrating the various connections between United Nations Peace Building and its indicators (advanced conflict resolution, evidence of the enforcement of women's rights, increased women in leadership positions, decreased children and women in armed conflict, and DDR) are considered statistically significant if the value of p is less than 0.05, there is a threshold at which the relationship is considered to be statistically significant.

On the effects of women empowerment on UNPB. The study revealed that 63.8% of the proportion of variance in women empowerment explained UNPB in the default model. Again, for the Independence model, the effectiveness of women empowerment together accounts for 33.2% which explains the variance in socioeconomic development. This implies that the path of effects of women empowerment to socioeconomic development was explained by advanced conflict resolution, evidence of enforcement of women rights, increased women in leadership positions, decreased number of children and women in armed conflict, and DDR. Hence the model may be the best predictor for a better effect of women empowerment on UNPB.

All measures were found to be statistically significant in the whole research. That's because the impacts of women's empowerment tend to have the opposite direction. Significant variables of the impact of women's empowerment on UNPB include the prevalence of conflict settlement, evidence of enforcement of women's rights, the proportion of women in

leadership roles, the proportion of children and women involved in armed conflict, and the prevalence of DDR. It means that holding other factors constant, advanced conflict resolution will increase when there is effective women empowerment in the UNPB. This demonstrates that people have evidence of enforcement of women rights as a result of women empowerment. Another finding demonstrates the positive and statistically significant trend of more women holding positions of power. Women's empowerment in the UNPB is shown to be strongly determined by efforts to reduce the participation of children and women in armed conflict. The benefits of women's empowerment on UNPB may be seen in the decreased involvement of children and women in armed conflict. It means that holding other factors constant, decreased children and women in armed conflict will increase if there is effective women empowerment. The study proposed effects of women empowerment on UNPB were advanced conflict resolution, evidence of enforcement of women rights, increased women in leadership positions, decreased children and women in armed conflict, and DDR. This finding is supported by the arguments of Yilmaz (2009) and Cortright (2018), who added that the role of women in UNPB leads to a high success rate of most UN peace-building missions. The foregoing lends credence to MacGinty and Richmond's (2013) argument that peace-building in times of conflict entails taking steps to identify and support structures and systems, such as women's participation in the resolution process, that will tend to strengthen and solidify peace in order to prevent a relapse into

conflicts, thereby decreasing the involvement of children and women in such conflicts. In addition, Tavares (2009) argues that the United Nations (UN) system's multidimensional approach to post-conflict peace-building and reconstruction has focused on integrated disarmament, demobilisation, and reintegration (DDR) in the twenty-first century.

Gender Perspective of the Effects of Women Empowerment

According to Table 31, there are both commonalities and discrepancies in the ranking of the criteria that offered impacts of women empowerment on UN peacebuilding between males and females.

Similarities

Inspiration and the cultivation of role models is a high priority in both cases. For both male and female officers, that's the most power they can have.

The 'promotion of human rights and protection of civilians' has a secondary impact on the level of women's empowerment in both cases.

For both sexes of officers, the top list of reasons to disagree is "improves disarmament, demobilisation, and reintegration, with 63.2% of replies agreeing and 64.8% disagreeing.

In both cases 'improve DDR' as a disagreeing factor is followed by 'improves trust and confidence, 'engaging women in peacebuilding improves security systems', and 'prevention and reduction in conflict and confrontation'.

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Table 31 Crosstab of Factors of Effects of Women Empowerment with Gender

| S/No | Effects | % Response | |
		Male (MR)	Female (FR)
1	*Inspire and create role models*	79.3	79.2
2	*Promotion of human rights and protection of civilians*	77.0	77.1
3	*Improves engagement with communities the United Nations serve*	75.6	74.7
4	*Women have better access to the population for information gathering*	73.5	75.6
5	*Women in decision making*	73.6	73.8
6	*It helps to improve operations and performance*	71.2	71.2
7	*Increase women in leadership positions*	72.4	73.8
8	*Enhance UN operations by promoting the mandate*	69.8	75.6
9	*Reduction in gender-based violence*	72.3	68.4
10	*Improves trust and confidence*	69.4	73.8
11	*Engaging women in peace-building improves security systems*	69.0	71.1
12	*Prevention and reduction in conflict and confrontation*	67.0	71.1
13	*Improves disarmament demobilisation and reintegration*	63.2	64.8

Source: Fieldwork (2022).

Difference:

The ranking of the impacts on women empowerment criteria for male and female officers did not match the overall rating for all officers.

The ordering of the effects variables in terms of percentage replies for female officers is the same as in the triangulated instance, except for 'Enhance UN

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operations through supporting the mandate,' which had a percentage response for effects of 75.6%.

Through further interview sessions with some groups of officers (both the GAF and the GPS), on the effects of women empowerment on the UN peacebuilding operations as relating it to the gender of the officers. A senior non-commissioned officer of GAF and a senior officer of GPS in an interview suggested that;

> ...the United Nations Interregional Crime and Justice Research Institute (UNICJRI) expresses optimism for the effective use of increasing women participation in UN peacekeeping missions, which will lead to a reduction in gender-based violence and increased participation of women and children in conflict situations. This is because gender-based violence, vulnerability factors, and women empowerment have traditionally been at the Centre of most UN peacekeeping deployments (Interviewee, 2022).

MacGinty and Richmond (2013) define conflict peace-building as the "action of identifying and supporting structures and systems, including women participation in the resolution process, that will tend to strengthen and solidify peace in order to avoid a relapse into conflicts," with the goal of reducing the involvement of children and women in such conflicts.

This is supported by the views of a female UN worker who posits that:

> ...the ultimate goal of increasing women empowerment through UN peacekeeping mechanisms is to ensure better conflict management and resolution. This has an impact on all other effects of women

empowerment in UN peacekeeping, such as ensuring a reduction in gender-based violence and decreased participation of children and women in armed conflicts, as well as the effectiveness of disarmament, demobilization, and reintegration processes, among others. As a result, expanding women engagement as a tactic guarantees that children's concerns are taken into account throughout such missions to achieve better conflict resolution (Interview, 2022).

The opinions expressed above by the female UN worker indicated strategies for fostering women empowerment through various UN peacekeeping operations to guarantee early detection and resolution of difficulties that plague women and children throughout most conflict crises. This supports the claims of Gizelis (2009), Yilmaz (2009), and Cortright (2018), among others, that the involvement of women contributes to the high success rates of most UN peacekeeping deployments.

CHAPTER SEVEN

CHALLENGES OF WOMEN EMPOWERMENT IN UNITED NATIONS

PEACEBUILDING

Introduction

Though the UN has made strides in implementing various strategies aimed at effectively promoting women empowerment through its peacekeeping missions, certain factors continue to thwart the UN's efforts to fully realize its goals and vision of empowering women through its peacekeeping missions, with particular reference to women in GAF and GPS. The study evaluated the challenges of women empowerment in the United Nations Peace Building. The chapter presents the results of the challenges of women empowerment in UNPB in the selected security sector in the Greater Accra Region of Ghana.

A Prior Expectations

The study's aprior expectations of challenges to women empowerment are; financial constraints, Skills and Know-how Constraints, Ignorant about Peacebuilding, Deployment opportunities, Psychological pattern of society, Psychological patterns of women, local receptivity of women empowerment policies, Women face sexual and gender-based violence, Inadequate facilities to accommodate women, Cultural barriers, Inadequate specific skills training for women, and Women deployed on UN missions are underutilized as shown in Table 32 below

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Table 32: Aprior expectation of challenges of women empowerment

Variables
Financial constraints can affect women empowerment in the UNPB
Lack of skills and know-how constraints can also impact women empowerment in the United Nations Peace Building
Ignorant about Peacebuilding
Deployment opportunities
Psychological pattern of society
Psychological pattern of women
Local receptivity of women empowerment policies
Women face sexual and gender-based violence
Inadequate facilities to accommodate women
Cultural barrier
Inadequate specific skills training for women
Women employed on UN missions are underutilized

Source: Author's Construct, 2022

Presentation and Interpretation of Results.

The study sought to investigate the challenges of women empowerment in the United Nations Peace Building. The factors on challenging included 12 items that described the challenges of WE in UNPB in Ghana. Almost all of the items presented produced a satisfactory outcome. The results demonstrated that UNPB has inadequate facilities to accommodate women (M = 8.18, SD = 1.76). The second-ranked item revealed that there are limited deployment opportunities for women (M = 7.78; SD = 1.986). The third-placed item was revealed as women deployed on UN missions are under-utilized (M = 7.73; SD = 2.137). The fourth

position with M = 7.72; SD = 2.337 indicated that women are seen as needing protection rather than as potential protectors in the mission.

In addition to this, M = 7.44; SD = 1.947 indicated that there are limited opportunities for professional and career advancement in UN missions. The sixth position was revealed as the criteria for deployment exclude a disproportionate number of women (M= 7.29; SD = 2.212). Furthermore, with M = 7.12; SD =2.643, respondents agreed that there is inadequate specific skills training for women. Women who face sexual and gender-based violence (M = 7.10; SD = 2.806) were ranked eighth. Cultural barriers (M = 6.89, SD = 2.581) ranked ninth as a challenge for WE in UNPB. Women are given equal opportunities to deploy in UN missions (M = 6.16; SD = 2.892) as in Table 33.

In an interview with the GAF, the GPS and some UN officials on the challenges of women empowerment in UNPB; the themes that emerge as the challenges are; financial limits, expertise personnel constraints, high exposure to risk, and ignorance/limited UN peace-building chances for women. Promoting women empowerment, particularly via peacebuilding, is a costly business in terms of raising awareness through publicity, sensitization, advocacy, and education, organising training and capacity-building programs for women, and deploying female personnel for peacekeeping missions. The account of the above is narrated by some of the participants below:

The statement below from a female Captain of the GAF explains this:

> ...*financial limits influence all other UN initiatives to promote women empowerment through peacekeeping deployments and*

spawn other obstacles such as expertise personnel restrictions, poor communication between the UN and the GAF at times, as well as any security agent engaged (such as GPS), high exposure to danger, and so on. Despite the UN's substantial involvement in collaborating with Troop Contributing Countries (TCCs) and other key stakeholders to accomplish the aims and vision of women empowerment via peacebuilding, the financial burden remains a stumbling block to such efforts (Interviewee, 2022).

A senior non-commissioned of the GAF through an interview also indicated that:

...financial constraints have crippled the UN's capacity and capability in implementing various women empowerment strategies, as well as recruiting more women to engage in effective peacebuilding strategies and approaches for addressing global security and developmental crises, with a particular focus on conflict resolution. In addition to the foregoing, there is a budgetary limitation in organising or participating in stakeholder dialogues, roundtable conferences, and interaction with female TCC staff on essential peace-building measures (Interview, 2022).

In support of the foregoing, a male Brig. Gen. of GAF and UN official revealed in an interview that:

...the UN, GAF, and GPS have the issue of finding competent individuals who can use current DDR tactics and instruments as

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effective peacebuilding and management mechanisms in assuring

effective conflict settlements (Interview in 2022).

This is the difficulty derived from field data since most respondents feel collaboration between the GAF, GPS, and UN has increased greatly, particularly in the twenty-first century. In support of this, a male Captain of GAF, Superintendent of GPS and UN female worker shared the same view during an interview:

> *...parochial interests resulting from needless competitiveness and politics among GAF, GPS, and UN officials during peace-building processes can often offer a significant impediment to effective collaboration in guaranteeing the efficient implementation of women empowerment policies. This exacerbates the problem of expert manpower shortages* (Interview in 2022).

Table 33: Challenges of Women Empowerment in United Nations Peace Building

Variables	Mean	Std. Deviation	Rank	Variance	Skewness	
	Statistic	Statistic		Statistic	Statistic	Std. Error
Inadequate facilities to accommodate women	8.18	1.76	1st	3.085	-1.483	.130
Limited deployment opportunities for women	7.78	1.986	2nd	3.944	-1.398	.130
Women deployed on UN missions are underutilized	7.73	2.137	3rd	4.567	-1.283	.130

Women are seen as needing protection rather than as potential protectors in the mission	7.72	2.337	4th	5.461	-1.295	.130
Limited opportunities for professional and career advancement in UN missions	7.44	1.947	5th	3.792	-.913	.130
Criteria for deployment exclude a disproportionate number of women	7.29	2.212	6th	4.895	-1.032	.130
Inadequate specific skills training for women	7.12	2.643	7th	6.984	-.955	.130
Women face sexual and gender-based violence	7.10	2.806	8th	7.876	-.716	.130
Cultural barriers	6.89	2.581	9th	6.659	-.713	.130
Women are given equal opportunity to deploy in UN missions	6.16	2.892	10th	8.363	-.287	.130

Source: Field survey (2022)   M stands for Mean and SD indicates standard

deviation.

A further examination of the findings reveals that UNPB faces challenges

with enough facilities that will accommodate women only when they are involved

in the UNPB mission. This means that the UNPB as an organization is failing to

enforce women empowerment for effective and efficient UNPB missions this could

be attributed to a lack of facilities such as *sewage septic, well or heating facilities* that will make the women more comfortable and will, in turn, boost their performance during UNPB missions. This finding is consistent with Meena (2018) in his study on situational analysis of the education of girls/women in Tanzania, which revealed that inadequate facilities to accommodate women affect the empowerment of these females. It was also discovered that there are limited deployment opportunities for women. As a result, the UNPBs operate without a clear or little record of information about the women empowerment activities of the mission they embark on. This could lead to the snag militating against the efforts of the UN in ensuring the effective implementation of women empowerment strategies towards the promotion of peace-building operations, as well as the lack of institutional capacity to provide the necessary resources for the UNPB in GAF and the GPS officers. This finding is consistent with the findings (UN, 2019), who stated that the above explains why Ghana as a troop-contributing country deploy 2310 of its personnel annually for UN peace-building operations and women makeup 288 of the total strength. It discourages most female personnel of GAF and GPS from taking full advantage of the UN peace-building missions towards promoting women empowerment.

The finding also revealed that women are seen as needing protection rather than as potential protectors in the mission. This means that should a female officer be deployed on missions they will slow the mission down the reason being that the male officers would have to shield them from danger and this mindset towards the women discourages some female personnel from participating in such missions

regardless of the opportunities, which present themselves. These findings are supported by Mcloughlin (2013) and expert views by the male Brig. Gen. of GAF suggests that there are instances, where some UN PBOs result in a situation where especially female personnel who return from such missions rather pose human security threats to citizens of their home country rather than ensuring their safety. This means that some UNPBOs could have adverse effects on the mannerism and conduct of female personnel of GAF even after the missions. This could damage the integrity of GAF as an institution in terms of the disciplinary codes and values entrenched among, especially, female personnel.

Additionally, the study indicates that there are limited opportunities for professional and career advancement in UN missions. This means that women are not encouraged to take on a mission even if the opportunity presents itself. This could attribute to the negligence of the professional officials who have experience in empowering women. Also, the criteria for deployment exclude a disproportionate number of women. This is problematic because it limits the support of female officers getting involved in any peace-building missions. Furthermore, respondents agreed that there is inadequate specific skills training for women. This means that some of the officers do not have the requisite skill set to be deployed on missions. This could be attributed to the very negligence of management and also to lack of resources to train the women for them to attain the required skills.

Moreover, women face sexual and gender-based violence in the UNPB. This means that there is gender inequality during the deployment time or one can

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also say that some male officers take advantage of the females to have their way with them before deploying them which is against the rules. These findings are supported by Meena (2018) who explains that women empowerment is geared towards portraying situational constraints, gender socialisation, cultural values and institutional impediments which worsen the plights of women, and the need to re-orient women through education and re-socialisation to be able to effectively minimise or address some of their dire developmental plights and challenges. The study revealed that cultural barriers hinder the projection of women empowerment in society and also UNPB. This means that women empowerment professionals encounter difficulties when they come into contact with cultural issues, as some culture depicts that females are not allowed to pick up any leadership role or to be even educated. This could be attributed to the negligence and believed in superstitious beliefs of some of the personnel. The findings also revealed that women are given equal opportunities to deploy in UN missions. This means that some of their female officers are allowed to go on UN missions. This could be attributed to the rank in the institution.

These findings are similar to the aprior expected challenges of women empowerment, however, the challenges are ranked differently from the study findings. The rank of the findings are as follows: 1st inadequate facilities to accommodate women, 2nd limited deployment opportunities for women, 3rd women deployed on UN missions are underutilized, 4th women are seen as needing protection rather than as potential protectors in the mission, 5th limited opportunities for professional and career advancement in UN missions, 6th criteria

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for deployment exclude a disproportionate number of women, 7th inadequate specific skills training for women, 8th women face sexual and gender-based violence, 9th cultural barriers and 10th women are given equal opportunities to deploy in UN mission. These findings also corroborated Meena (2018) and the perspective of Mcloughlin (2013) conclusion that financial restrictions and structural impediments, with special reference to events in the Middle East, are key impediments to the achievement of global women empowerment goals. As a result, without a solid financial foundation, UN attempts to promote women empowerment via peacebuilding may be rendered ineffective. As a result, due to financial restrictions, the UN is often unable to accomplish its aim of fostering economic empowerment via peace-building. This also reinforces the views of Roomi and Harrison (2011), who argue that the lack of ad hoc exercises and training operations has a substantial impact on women empowerment in dealing with security and development issues.

This is because some leaders believe that implementing women empowerment measures throughout most peacekeeping deployments will deprive them of economic rewards. As a result, certain GAF, GPS, and UN leadership are often hesitant to collaborate with others to fully benefit from the utilization of women empowerment initiatives in assuring effective peace-building operations. This works against the UN's attempts to realize the full potential of using women empowerment techniques as a successful strategy for effective peacebuilding deployments.

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Gender Perspective of the Challenges of Women Empowerment

Table 34 summarizes the results of a cross-tabulation of the obstacles to women empowerment with 'Gender.' The ranking conflicts with the triangulated findings. In terms of their perspectives, there are no similarities between males and females in the ranking of the elements that pose difficulties to women empowerment in UN peacebuilding operations. The ranking was also not consistent for both genders with the overall ranking for all officers.

Table 34 Crosstab of Factors of Effects of Women Empowerment with Gender

S/No.	Challenges	% Response	
		Female (FR)	Male (MR)
1	Women deployed on UN missions are underutilized	90.9	86.0
2	Inadequate facilities to accommodate women	86.4	95.0
3	Limited deployment opportunities for women	84.6	90.2
4	Women are seen as needing protection rather than as potential protectors in the mission	83.7	83.9
5	Limited opportunities for professional and career advancement in UN missions	81.9	86.4
6	Criteria for deployment exclude a disproportionate number of women	79.2	83.8
7	Inadequate specific skills training for women	74.7	74.4
8	Women face sexual gender-based violence	70.2	65.2
9	Cultural barriers	68.4	70.7
10	Women are given equal opportunity to deploy in UN mission	52.2	60.3

Source: Fieldwork (2022).

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Spearman's Correlation Analysis of the Challenges of Women Empowerment

The Spearman's rank correlation coefficients indicate the strength and direction of the relationships between various pairs of the challenges of women empowerment. The correlation result allows the researcher to determine the presence of multicollinearity (Nikoli et al., 2012). The correlation coefficient is between -1 and 1. A positive coefficient (closer to 1) implies a strong positive association, which means that if one variable increases, so does the other, and vice versa. A coefficient close to 0 indicates that the variables have a weak or no linear relationship. The significance levels (** for 0.01 and * for 0.05) inform the researcher whether the observed correlations are statistically significant. If a correlation is significant at the 0.01 level (2-tailed), it indicates that there is a very strong likelihood that the observed relationship is not due to random chance, whereas the 0.05 level (2-tailed) indicates a statistically significant relationship but with a slightly higher chance of being due to random chance than the 0.01 level. Although correlation does not imply causation, it does give some great information about the interaction of factors Spearman's correlation rank coefficient analysis was conducted to determine the challenges of women empowerment in the GAF and the GPS in Ghana. The independent variables included; ten indicators (thus from E1-E10). According to the study's findings, there is an adverse link between some of the variables as well. The result of the correlation test is presented in Table 35 below.

E1 has a perfect positive correlation with itself (r = 1.000), which is expected since it's the same variable. The p-value (p=0.000) suggests that this correlation is highly statistically significant. E2 has a positive correlation with E1 (r = 0.247**) and a

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very low p-value (p=0.000), indicating a strong and statistically significant positive relationship between E2 and E1. As E1 increases, E2 tends to increase as well. E3 has a positive correlation with E2 (r = 0.64**) and a non-significant p-value (p=0.229). This suggests a moderate positive relationship between E3 and E2, but the relationship is not statistically significant. E4 has a positive correlation with E3 (r = 0.145**) and a very low p-value (p=0.006). This indicates a statistically significant positive relationship between E4 and E3, although the correlation strength is relatively weak.

Moreover, E5 has a positive correlation with E4 (r = 0.143**) and a very low p-value (p=0.007). Like E4, E5 also has a statistically significant positive relationship with E4, but the correlation strength is relatively weak. E6 has a positive correlation with E5 (r = 0.051), but the correlation is not statistically significant (p=0.344). This suggests a very weak and non-significant positive relationship between E6 and E5. E7 has a positive correlation with E6 (r = 124), and the p-value (p=0.020) indicates a statistically significant positive relationship between these two variables. The correlation strength is moderate.

Furthermore, E8 has a positive correlation with E7 (r = 0.059), and the p-value (p=0.269) suggests a non-significant positive relationship. The correlation between E8 and E7 is weak and not statistically significant. E9 has a positive correlation with E8 (r = 0.044**) and a very low p-value (p=0.407). This indicates a statistically significant positive relationship between E9 and E8, although the correlation strength is quite weak. E10 has a positive correlation with itself (r = 1.000) and a p-value (p=0.56) that is not statistically significant.

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In summary, these correlation coefficients reveal various degrees of association between the variables. Stronger positive correlations (e.g., E1 and E2) suggest that changes in one variable are closely related to changes in the other. Weaker correlations (e.g., E6 and E5) suggest a less pronounced relationship, and non-significant correlations (e.g., E6 and E10) indicate that there is no significant relationship between the variables.

Table 35: Analysis of Pearson Correlation Results

			E1	E2	E3	E4	E5	E6	E7	E8	E9	E10
Spearman's rho	E1	Correlation Coefficient	1.000									
		Sig. (2-tailed)	.000.									
		N	353									
	E2	Correlation Coefficient	.247**	1.000								
		Sig. (2-tailed)	.000	.								
		N	353	353								
	E3	Correlation Coefficient	.064	.429**	1.000							
		Sig. (2-tailed)	.229	.000	.							
		N	353	353	353							
	E4	Correlation Coefficient	.145**	.446**	.441**	1.000						
		Sig. (2-tailed)	.006	.000	.000	.						
		N	353	353	353	353						
	E5	Correlation Coefficient	.143**	.483**	.384**	.483**	1.000					
		Sig. (2-tailed)	.007	.000	.000	.000	.					
		N	353	353	353	353	353					
	E6	Correlation Coefficient	.051	.344**	.254**	.444**	.433**	1.000				
		Sig. (2-tailed)	.344	.000	.000	.000	.000	.				
		N	353	353	353	353	353	353				
	E7	Correlation Coefficient	.124*	.320**	.343**	.314**	.364**	.289**	1.000			

	Sig. (2-tailed)	.020	.000	.000	.000	.000	.000	.		
	N	353	353	353	353	353	353	353		
E8	Correlation Coefficient	.059	.119*	.142**	.153**	.193**	.103	.155**	1.000	
	Sig. (2-tailed)	.269	.025	.008	.004	.000	.054	.003	.	
	N	353	353	353	353	353	353	353	353	
E9	Correlation Coefficient	.044	.101	.192**	.250**	.189**	.106*	.073	.164**	1.000
	Sig. (2-tailed)	.407	.057	.000	.000	.000	.047	.173	.002	.
	N	353	353	353	353	353	353	353	353	353
E10	Correlation Coefficient	.102	.265**	.191**	.269**	.250**	.165**	.149**	.194**	.251**	1.000
	Sig. (2-tailed)	.056	.000	.000	.000	.000	.002	.005	.000	.000	.
	N	353	353	353	353	353	353	353	353	353	353

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Source: Fieldwork (2022)

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CHAPTER EIGHT

SYNTHESIS OF AN IMPROVED WOMEN EMPOWERMENT SYSTEM

FOR ENHANCED UNITED NATIONS PEACEBUILDING

Introduction

The rationale of this Chapter was to enhance women empowerment mechanisms to boost United Nations peacebuilding efforts. The notion was supported by data collected for goals one, two, three, and four, as well as field experiences and observations. The results compiled following the analysis reinforced the findings. Grounded theory, as outlined by Strauss and Corbin (1990), guides the prior data by selecting concepts on the basis of their theoretical relevance to the evolving theory. According to the results, empowering women is linked significantly to UN peacebuilding efforts. It also demonstrates a significant relationship between women empowerment and the United Nations Peace Building, which correlates statistically with advanced conflict resolution, evidence of enforcement of women rights, increased women in leadership positions, decreased number of children and women in armed conflict, and DDR.

To increase empowering acceptability and completion within schedule, scope, and budget limits, an updated chain model was built to overcome inefficiencies with the current women empowerment system. The model (Figure 15) has three cardinal pillars (factors of the women empowerment system, determinants of women empowerment, and enhanced United Nations Peace Building), with the assumption that if properly and effectively implemented as a regulatory guideline, it will result in a better outcome for United Nations Peace Building. According to the study,

stronger women empowerment outcomes will be realised if these cardinal pillars are adequately integrated. This is because women empowerment is a crucial component of UN peacekeeping (Cortright, 2018; Meena, 2018).

The model's purpose is to make women empowerment more flexible and appealing to all stakeholders at all levels of the cardinal pillars. As a result of the cardinal pillars of the women empowerment system being implemented effectively, the conceptual framework predicts. Improved conflict resolution, proof of women rights enforcement, more women in leadership positions, fewer children and women in armed conflict, and DDR will all help to improve United Nations Peace Building.

Chapter 8's objectives were to gather information to support research goal 5's results and to create a model for women's empowerment based on empirical evidence and taking into consideration the participants' service. The idea evolved and was founded on evidence, making it theoretically sensitive. The synthesis of improved women empowerment system for enhanced United Nations Peacebuilding is discusseed under four main categories:

    a.   Component of women empowerment.

    b.   Processes of women empowerment.

    c.   Policy requirement.

    d.   System efficiency indices.

Foreground of a Focus Group Discussion

Pre-deployment peacekeepers were interviewed in an open-ended format. The group comprised ten peacekeepers:

a.   Four commissioned officers (3 females and 1 male)

b.   Six other ranks (4 males and 2 females)

About 80 other Ghana Armed Forces peacekeepers were also interviewed in the

barracks and training centres. Forty law enforcement officials were also surveyed.

Any police or military personnel who agreed to be questioned were included in the

sample.

Emergent Initial Concepts

As discussed in Chapter 5, the interviews highlighted the implications of women's

empowerment on UN peacebuilding. The first ten most frequent factors in terms of

effects of women empowerment were:

a.   Inspire and create role models.

b.   Promotion of human rights and protection of civilians.

c.   Improves engagement with communities the United Nations serve

d.   Women have better access to the population for information

gathering.

e.   Women in decision-making.

f.   Improves operations and performance.

g.   Increase women in leadership positions.

h.   Enhance UN operations by promoting the mandate.

i.   Reduction in gender-based violence.

j.   Improves trust and confidence.

Some codes were linked to form categories. Some participants mentioned

inspiration and creating role models as an effect, in explaining their reason

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mentioned women in the host country where the UN serve aspire to become female peacekeepers.

>*Usually, the response and comment anytime female patrol engage the local populace is that they want to become like them and make an impact. When the young girls draw closer to them, they feel relaxed and willing to provide any information the patrol team needs.*

This also emphasises the role model female peacekeepers serve while on UN missions.

Emergent Core Category

Inspiring and creating role models, promoting human rights and civilian protection, and improving engagement with the communities that the United Nations serves evolved. However, they justified it by citing the existence and execution of United Nations policies and rules, such as UNSCR 1325, which safeguard women rights. When a TCC or PCC does successfully on a mission, some credit is given to the contingent's female component and to a larger extent to the Ghana Battalion. A female mentioned that occasionally when on confidence patrols, as part of wining heart and mind activities they bring food and sanitary pads and provide them to the people. The numerous determinants of women empowerment have been discussed. They stated that, while the allowances earned while performing UN peacekeeping missions contribute to their well-being, the presence of favourable policies, particularly gender mainstreaming, enables women to work successfully during those missions.

The United Nations Capacity to empower women as well as national policies and priorities for women empower uniformed women to give off their best knowing there is a well-regulated system that considers their needs. This has made it possible for women to equally perform the same task as their male counterparts in the mission areas

A across-case pattern comparison is shown in Table 36. The ability of these categories to bring about empowerment is indicated by a 'YES'; and the inability of it to empower is indicated by a 'NO'

Table 36: A cross case pattern comparison

Core Categories	Subcategories	Participants	
		GAF	GPS
Determining Factors	United Nations Policies for women	YES	YES
	United Nations' capacity to empower women	YES	YES
	National policies and priorities for women	YES	YES
	Psychological patterns of women	YES	YES
	Religiosity	YES	YES
Non-Determining Factors	Unemployment	NO	NO
	Age	YES	YES
	Psychological pattern of the family	YES	YES
	Urbanization	YES	YES
	Household income	YES	YES

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Uniformed security positions are attractive due to the discipline and professionalism shown by uniformed troops and the opportunity to travel the globe while serving under the United Nations. However, this might be complicated by the lack of recognition women get and the issues women face when in uniform. They take pride in their uniforms, yet they are unhappy with the lack of appreciation shown to them.

The UN's policies towards women, the UN's ability to empower women, national policies and goals towards women, women's psychological patterns, and religion were all mentioned as factors in the final decision. In this role, officers are recognised and their efforts are appreciated. Female military members in both branches would be encouraged and uplifted by this point of view. When employees' contributions aren't acknowledged, they may begin to feel unappreciated or forgotten.

Additional central and nested categories were found, but for the purpose of our investigation, we zeroed in on the impact of women's empowerment on UNPB. One of the UN's top strengths is its strategy of empowering women, which received top marks in a recent survey. Unemployment was ranked dead bottom. For ladies participating in UNPB, it does not make a difference.

Correlation between Core Categories and Women Empowerment

Table 37 from the survey reveals the correlations between the categories and the factors that influence women's empowerment.

Table 37: Correlation between Core Categories and WE

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Core Categories	Subcategories	Correlation	
		GAF	GPS
Determining Factors	United Nations Policies for women	Positive	Positive
	United Nations' capacity to empower women	Positive	Positive
	National policies and priorities for women	Positive	Positive
	Psychological patterns of women	Curvilinear	Curvilinear
	Religiosity	Curvilinear	Curvilinear
Non-Determining Factors	Unemployment	No correlation	No correlation
	Age	Positive	Positive
	Psychological pattern of the family	Positive	Positive
	Urbanization	Positive	Positive
	Household income	Positive	Positive

Both Ghana Armed Forces and Ghana Police Service respondents correlated the categories the same.

For the effects of women empowerment on UNPB, an officer said this:

You see if the efforts of female officers are recognized whether given honour or just applause, it will continue to empower them to give their best. And they will continue to perform better until their abilities can no longer take them further.

In regards to the deciding criteria, an officer said that, initially, the female officer would be empowered since they are given the training and the necessary

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abilities to function under a regular United Nations Peace building atmosphere. But as the number of elements rises, there will come a time when adding more factors will no longer raise one's degree of empowerment. It's possible that empowerment may start to decline. A female officer in GAF stated it like way: "The truth is, when you realise that your needs are adequately met, further addition of the factors will not change you."

It is implied that once a need is met, it ceases to be an empowering.

There is no association between unemployment and anything else (non-determining), is the answer. because nothing can make you feel like you are not working if you love to be in uniform. However, if the lack of appreciation worsens, they may lose interest in serving in the military. Empowerment will be hampered by the onset of discouragement.

Strategy to Improve Women Empowerment.

Regardless, there is a massive movement among women to empower one another, obtain equal rights, question gender myths, and create a better future for the generation. This movement has spread throughout the world, and we can credit amazing women for more gender equality. With that said, some changes must be made at home.

From the results of the study, the proposed model is therefore aim at

    i.   Boosting their self-esteem

    ii.   Shutdown negativity

    iii.   Become a mentor

When you help the women in your life feel confident and valued, they will in turn help other women. Female law enforcement officers should be encouraged to share their opinions and reassured of the significance of their voices. Female officers' self-expression should be celebrated by the security services from an early age. Whether they want to engage in a UN peacekeeping deployment or not, they should be encouraged to be their true selves. They are to fully support their interests.

When it comes to deployment prospects, women are often subjected to hostility. Although the internet has helped create a culture where men and women can speak their views more freely, negativity in the military has become a serious problem, especially among female officers serving on UN peacekeeping operations. Raise women up by giving them the same opportunities as men in the workplace, classroom, and beyond. Combat negativity by encouraging confidence in one's own intelligence and openness. Your female friends will admire your courage if you face criticism head-on and honestly.

Whether you discover a mentoring program in your area of duty or concentrate on encouraging female officers, being a mentor is a fantastic approach to motivate young officers who are yet to experience UN peacekeeping operations. Gather a group of female officers and invite them to an empowerment activity. The United Nations Population Fund includes a workbook with empowering exercises that you may propose to your female officers or organize with other females.

Complete women empowerment will lead to greater United Nations Peace Building in the security sector through improved conflict resolution, evidence of

women rights enforcement, more women in leadership positions, fewer children

and women in armed conflict, and DDR.

> ➢ Enhanced United Nations Peace Building (women empowerment indicators)
> ➢ advanced conflict resolution,
> ➢ evidence of enforcement of women's rights,
> ➢ increased women in leadership positions,

Women Empowerment

Factors of Women
Empowerment

Determinant Factors

* United Nations
Policies for women
* United Nations
capacity to empower

Determining factors
are the power wheel
on which the
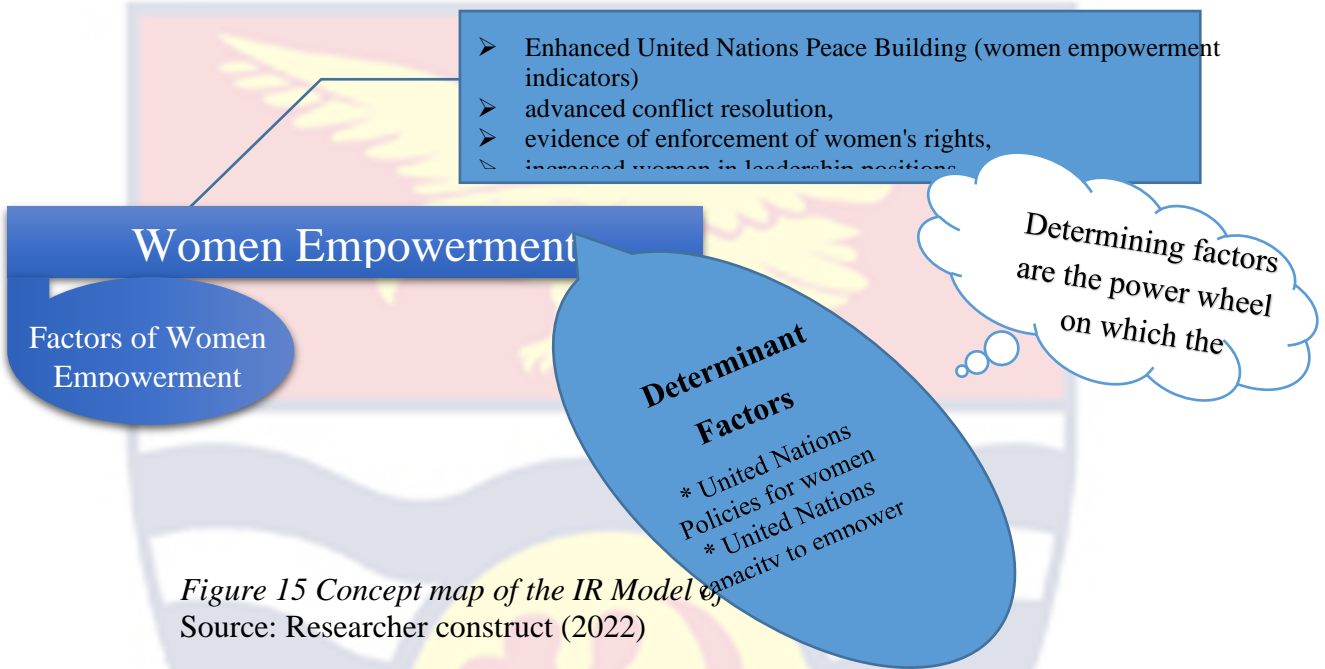
Figure 15 Concept map of the IR Model of
Source: Researcher construct (2022)

Components of Women empowerment system:

Determining factors (D)

- United Nations Policies for women

- United Nations' capacity to empower women

- National policies and priorities for women

- Psychological patterns of women

- Religiosity

Women empowerment factors

- Cultural empowerment

- Leadership style of Superior

- Government policies

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- Social amenities

- Peace Building materials

- etc

Tele factor (k)

Kendall's Coefficient of Concordance (W)

Specification of the system

1. Communication

2. Critical thinking

3. Confidence

4. Collaboration

5. Self-awareness

6. Cooperation

7. Tolerance

8. Peaceful coexistence

9. Understanding one another

Procedures of the system

1. Establishment of boundaries

2. Having a good relationship with oneself

3. Maintenance of a positive attitude

4. Acknowledging the opinions of women

5. Showing respect to all gender

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The Process of the System

The empowering team should establish metrics of women empowerment efficiency and effectiveness for the initiative to be successful. This includes developing systems for collecting data on key indicators, interpreting the data, using the data to drive day-to-day operations, and assisting in the measurement of work done. Taking a cue from the study analysis, which establishes a strong relationship between women empowerment and UNPB, the study proposes an effective UNPB interface characterised by effective gender equality policies, improved conflict resolution, evidence of women rights enforcement, more women in leadership positions, fewer children and women in armed conflict, and DDR, among other things, to help drive UNPB.

Cortright (2018), Meena (2018), and De Melo and Tsikata (2018) agree, emphasising the importance of women empowerment linked with measures and arguing that most components of women empowerment and development facilitation measures have been mainly disregarded.

System Policy Requirement

While advances in women empowerment have an impact on societal activities, many of the constraints are felt by residents, particularly females, in many cases in the public or security sectors. Many scholars employ UNPB indexes that are based on civic participation, gender equity, interpersonal safety and trust, clubs and associations, and intergroup cohesiveness. Yet, addressing these indices with effective methods can boost women empowerment, benefiting both the neighbourhood and the country as a whole.

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After the Ministry of Women and Children's Affairs (MoWAC) was abolished in 2013, Executive Instrument 1 (E.I. 1) was issued to create the Ministry of Gender, Children, and Social Protection (MoGCSP). The Social Protection Division of the Ministry of Employment and Labour Relations (MELR), the Ghana School Feeding Programme, and the National Council on Persons with Disabilities (NCPD) have all been rolled into the present Ministry. The policy objective of the ministry was to foster social cohesion so that all members of society, including those of different sexes, children, the elderly, and those with special needs, may live and thrive. Working with integrity, excellence, fairness, and respect for diversity, the mission of MoGCSP is to contribute to national development by promoting gender equality and equity; ensuring the protection of children's rights; and ensuring that people who are marginalised, excluded, or disabled are included in and benefit from the development process.

Their mandate is to foster gender equality through the mainstreaming of gender issues, promote child welfare and protection, and empower disadvantaged, excluded, elderly, and disabled people through social protection measures to participate in national development. The Equal Pay Act of 1976 is one example of a specific law adopted by Parliament to meet the Constitutional mandate of women empowerment. Dowry Prevention Act of 1961. The Immoral Traffic (Prevention) Act of 1956, as amended by the Civil Rights Act of 1964. The Civil Rights Act of 1964 is widely seen as having given women greater workplace independence and the right to expect equal treatment. Notwithstanding the presence of glass ceilings and other hurdles, the passing of this measure was a significant legal win.

According to an additional study, Ghana does not, as previously indicated, have a single policy requirement that applies to all government bodies and departments. To be fair, our analysis followed national security omission policy standards for the security sectors, which apply to all ministries and departments. The system policy requirements are as follows:

Tracking Empowerment Process and Results

The national women empowerment system provides us with the tools and data we need to understand the relationships between inputs, outputs, outcomes, and impacts.

Evidence-Based Policy Making

The use of strong evidence can impact policymaking in at least five ways:

➢ *Identify a policy problem:* Findings on women empowerment can teach people and governments new things about the social and economic lives of women. Once this information is public, groups such as government employees, non-governmental organisations, development agencies, and the media can advocate for the new policy issue to be acknowledged and addressed.

➢ *Inspire policy conception and implementation*: After a policy issue has been identified, it must be investigated to determine its extent and character. Following that, policy recommendations will be made based on what has been learnt.

➢ *Consider the future:* Future-oriented evaluations are required to determine whether a policy measure implemented to fix a problem fast will work in

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the long run. Forecasting models allow us to determine if a government will be able to meet its objectives in the future if it is dedicated to doing so.

> *Monitor policy implementation in sectors and districts*: Policymakers require data to follow the projected outcomes of policies once they are implemented. You can tell if important indicators are on track or off track by keeping an eye on them, which can lead to policy changes.

> *Evaluate the National Security Policy Framework's policy implications (NSPF)*. Assessing the impact of a policy intervention takes more tools and data than empowerment. The NSPF must have a clear method for measuring the impact of its policies.

Linking Plans and Budgets at all level

A solid national women empowerment system is required for effective planning and budgeting processes, as well as for providing useful feedback to those systems. Women empowerment procedures are directly tied to planning, budgeting, programme implementation, project management, financial management, and reporting.

Institutional and Individual Performance Appraisal

Women achievements should be recognised in the national framework for rewards and acknowledgement. As a result, top government officials should be hired and promoted based on their ability to empower others, just as officers should be sent on UNPB missions. Training on Empowerment should be part of the institution's broader skill development strategy.

Improved Accountability and Service Delivery

National women empowerment processes include obtaining and utilising data and knowledge to increase accountability and service delivery. This will be impossible unless all levels of government make concerted and continuing efforts to determine what information is required to improve accountability and service delivery regrading women in national development.

Characteristics of Functional National Women Empowerment System

1) The women empowerment system is supported by a legal framework and institutional mandates.

2) There is a clear national policy and purpose for women empowerment, as well as clear directives.

3) The system is supported by strong and committed political leadership, feminine activists, and women empowerment champions.

4) Sufficient financial resources for empowering activities and procedures are made available.

5) A capable national institution exists to coordinate and sustain the system.

6) There are units in all security and UNPB officers with specific women empowerment mandates, procedures and responsibilities.

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CHAPTER NINE

SUMMARY, CONCLUSIONS, AND POLICY IMPLICATIONS

Introduction

This section entails a compilation of the study's important parts, such as the research subject and methodology, as well as a description of the study's main conclusions. There are also well-founded inferences that may be derived from the study's findings, as well as recommendations for implementation and additional research.

Summary of Findings

Quasi-experiments, correlation, and the Grounded Theory technique were all used as part of the mixed method approach (thus qualitative and quantitative methodology) to produce the output or findings. The instrument included free-form interview questions, focus group discussions, and personal reflections on the topic of women's empowerment. The data was analysed by SPSS 26.0 (Statistical Package for the Social Sciences) to conduct descriptive statistics, correlation, and comparison analysis of the research variables. It then employed regression analysis and a structural equation model to figure out the connection between women empowerment and UNPB. All of the information is based on primary data. Secondary sources included the worldwide web, peer-reviewed journals, newspapers, and magazines. Research ethics were adhered to. The following is a summary of the study's key results as they relate to the questions that were asked.

The State of Women Empowerment and United Nations Peace Building

From the analysis

i. Officers (thus both the GAF and the GPS) attest that their overall level of understanding of women empowerment. empowerment in their service was satisfying by a proportion of $\hat{p} = 0.598$(to a 3 d.p.) or 59.8%. Therefore, the majority of officers in the service know what women empowerment is about.

ii. Officers (thus both the GAF and the GPS) revealed that their overall level of understanding of the UN peace building in their line of service was satisfying by a proportion of $\hat{p} = 0.603$(to a 3 d.p.) or 60.3%. Therefore, the majority of officers in the service know of the existence of the UN peace building operation.

iii. The officers revealed that their overall level of satisfaction with the women empowerment in their service was 'opportunity to serve on the UN mission' attained a mean score of 8.00 and SD of 2.110. A mean score revealed that the average mean for the metric was 7.70. This finding was in agreement with the Chih-hui (2011) criteria for mean value measure.

iv. The content of women empowerment was rated with a 0-10 scale, which revealed that social and economic empowerment was highly recommended or recognized content when women empowerment is in question when the officers from both study areas agreed (M=3.63) respectively. Theoretically, this outcome supports the argument of Turner and Maschi (2015) on the subject of women empowerment.

v. The general response of the officers in both security services (thus GAF and GPS) on the state of women empowerment was positive as the factors

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attained a mean average of 7.14, which is highly accepted according to the mean value criteria of Chih-hui (2011). Gender policy. Ranked first with a mean of 7.85 and standard deviation of 2.339 while deployment opportunities ranked last with a mean of 6.86 and SD of 2.516. Therefore, the variables used by the study were deemed fit to explain the state of women empowerment in the security service in Ghana leading to female involvement in UN peace building operations, as the percentage of the population in disagreement is small.

vi.   The overall response of the officers (thus GAF and GPS) on the state of the UN peacebuilding were positive as the factors attained a mean average of 8.02, which is highly regarded per the mean value criteria of Chih-hui (2011). Sustainable development was revealed by the study through respondents' feedback as the most relevant factor with a mean of 8.34 and a standard deviation of 2.065. Women political needs and strategic interests are addressed and ranked last with a mean of 7.70 and a standard deviation of 2.430. Therefore, the variables used by the study were deemed fit to explain the state of UNPB in the security service, as the percentage of the population in disagreement is small.

This assertion was uncovered during a focus group discussion because officers were aware of women empowerment and the progress the UN is gaining in its practice of it. An interview with a female Brig. Gen of the GAF revealed that:

…it would be very strange not to know about the state of UNPB towards promoting the concept of women empowerment through its peace building missions… (Interviewee, 2022)

The statement from Brig. Gen of the GAF has a bearing on the assertion made by Spies (2019) of the state of UNPB.

Determinants of Women Empowerment

The study concluded that:

➢ The determinants of women empowerment on UNPB include access to education, decision-making, leadership roles, Economic freedom , and the right to control their lives.

➢ The United Nations' capacity to empower women is a more important predictor of female empowerment than the other determinants. It discovered a trend in women with a percentage score of 89.7

➢ Through further interviews with chosen officers (both GAF and GPS) on the determinants of women empowerment in UN peacekeeping operations as they relate to the officers' gender.

> *The respondents highlighted that…training is critical for all UN peacekeeping deployments; without it, operations and missions may be compromised. The training and capacity development strategy is widely used by the UN during peacekeeping operations to promote women empowerment. This includes both in-mission and pre-mission training*

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which are provided to personnel before they are deployed for a specific mission.

➢ The coefficient of determination (R^2) for the relationship between MR and FR was 0.9766, or 97.66%, whereas the Pearson correlation coefficient between the two variables was r=-2.1236

➢ After analysing the three plots, it was concluded that a polynomial relationship best describes the connection between the Ghana Armed Forces and the Ghana Police Service and the factors that influence women's empowerment.

The Effect of Women Empowerment on United Nations Peace Building

The study concluded that:

➢ Advanced conflict resolution, evidence of enforcement of women rights, increased women in leadership positions, decreased children and women in armed conflict, and DDR are effects of women empowerment on United Nations Peace Building

The Challenges of Women Empowerment in United Nations Peace Building

The study concluded that:

➢ There is a weak institutional capacity to handle women empowerment.

➢ There is no or little comprehensive local database on women empowerment.

➢ Mostly inexperienced staff are left to handle women empowerment pieces of training.

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➢ The study revealed the following as challenges of women empowerment in UNPB: financial constraints, Skills and Know-how Constraints, Ignorant about Peacebuilding, Deployment opportunities, psychological pattern of society, psychological patterns of women, local receptivity of women empowerment policies, Women face sexual and gender-based violence

➢ The coefficients show that there are significant positive relationships among the factors in the research, and overall do indicate that indeed there is a positive relationship across the factors

Synthesis of an Improved Women Empowerment systems to enhance United Nations Peace Building

The study concluded by developing an integrated system of all actors in the chain of women empowerment model to enhance United Nations Peace Building in the selected security sector in Ghana.

The study accepted the alternate hypothesis that states that women empowerment affects UN peacebuilding. The study revealed that boosting female self-esteem, shutting down negativity, and becoming a mentor is a strategic way to enhance women empowerment. The accepted alternate hypothesis can be represented as:

$$UNPB = WE + FWE$$

The deduced relationship theory of women empowerment is thus:

$$\mathbf{UNPB} = k(\boldsymbol{WE}) + \boldsymbol{\mu}(f\epsilon)^W$$

Where,

UNPB is a level of United Nation Peace Building,

WE is the level of Women Empowerment.

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$f\epsilon$ represents the combined effect of the factors enabling factors; and 'k', 'μ', and 'W' are determinant parameters. 'k' is a tele factor and it gives an indication of the level of inspiration that the players in the determinant factors receive from each other. It is determined by the slope of the $\mathbf{UNPB} = k(\boldsymbol{WE}) + \boldsymbol{\mu}(f\epsilon)^{W}$ graph. 'μ' is the coefficient of determination of the $\mathbf{M\text{-}}$ $f\epsilon$ regression curve, and 'W' is Kendall's Coefficient of Concordance. W is a factor that defines the degree of individual officers' agreement or association with their rating of the women empowerment factor variables in the study; $0 \leq W \leq 1$.

Conclusions

The following conclusions were made from the major findings of the study:

1. According to the study on the state of women empowerment and the United Nations Peace Building (UNPB) in the GAF and the GPS, the majority of women recruited in the GAF and the GPS were aware of women empowerment and UNPB. This included social, economic, political, national, and cultural empowerment, gender policy formulation, training and capacity building, deployment opportunities, education/career advancement opportunities, economic power, rule of law post-conflict reconciliation, state institution restoration, sustainable development, and resettlement progress.

2. The overall level of satisfaction with women empowerment according to the officers was opportunity to serve on United Nations Peace mission all the factors revealed by the study. This suggests that most of the respondents

herein experience empowerment at their workplace. The study concluded that the following factors, career progression, income, social life, and health are all variables to determine the satisfaction level of women empowerment in the place of work of the respondents.

3. The study concluded that the determinants of women empowerment adopted by the GAF and GPS included psychological patterns of women, society, and family, UN policies for women, UN capacity to empower women, national policies and priorities for women, religiosity, and women households in the GAF and GPS. The following scholars' (Meena, 2018; Peterson & Runyan 2009) assertions were agreed on by this current study.

4. Based on findings from the study, it was concluded that the effects of women empowerment on the UN peace-building processes were to inspire and create role model, promotion of human rights and protection of civilians, improves engagement with communities the United Nations serve, women have better access to the population for information gathering, women in decision making and it helps to improve operations and performance, ensure reduction in gender based-violence and decreased participation of child and women in armed conflicts, effectiveness in disarmament, demobilisation and reintegration (DDR), an increase of women in leadership positions during UN peacebuilding missions, and improved enforcement of women rights. The opinions expressed above by the study respondents support the claims of Gizelis (2009), Yilmaz (2009), Cortright (2018), and MacGinty and Richmond (2013).

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5. The survey revealed that sexual and gender-based violence, budgetary challenges, workforce limitations, and sometimes inadequate coordination between the UN and the GAF, high exposure to danger, and limited UN peacebuilding opportunities for women were the significant challenges encountered by the GAF and the GPS in women empowerment in the UN peace-building process.

6. The study accepted the alternate hypothesis, which asserts that women empowerment influences UN peacekeeping. According to the study, promoting female self-esteem, shutting down negativity, and becoming a mentor are all smart ways to increase women empowerment.

For women empowerment with a combined determinant factors strength **WE**, existing between United Nations Policies for women, United Nations capacity to empower women, National policies and priorities for women, psychological patterns of women, religiosity, and if there exist other women empowerment, $f\epsilon$, in the security service, the level of women empowerment is given by,

$$\textbf{UNPB} = k(\boldsymbol{WE}) + \boldsymbol{\mu}(f\epsilon)^W$$

where 'k', '$\boldsymbol{\mu}$', and 'W' are sociometric parameters.

Therefore, a female officer's sense of empowerment in the security sector depends on the degree to which the sector's missions are intertwined and, simultaneously, on the degree to which the determinants of women empowerment variables are prominent. The era of lack of recognition and gender inequality is over. When male and female officers are sent for the UNPB to operate together, successful operations are achieved. Female officers will stay in uniform longer if they get support and recognition from their superiors. They feel a deep connection

to their uniform obligations that is grounded in deep mutual respect and trust across gender lines.

One hallmark of effective empowerment is a culture of high performance in which all officers take personal responsibility for the acceptance of all officers, regardless of gender, race, or religion. Female officers succeed when they feel engaged in their profession and are not subjected to bias or discrimination based on gender disparities.

Make a stance for women's rights and get involved. Encourage additional women to join the fight for women's rights by writing to your elected officials, voting, and inviting the outstanding men and women you know to join you at your local women's march.

Policy Implications and Recommendation for Further Research

It is vital to empower both males and girls in schools, offices, and other settings. If there is any prospect of making real, long-term change inside the GAF and GPS for UN Peacebuilding and achieving UN aim of achieving 50:50 representation at all UN levels and SDG goal 5, both services should develop policies at the strategic and operational levels that will prioritize and champion women empowerment in line with UN strategic aim in enforcing UNSCR 1325. Without a positive and peaceful environment, officers cannot progress and evolve to fully accept women empowerment.

After identifying women empowerment, these policies must be implemented to guarantee women empowerment for greater participation at all

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international peacekeeping operations. Thus, the following policy recommendations are made.

The implementation of these recommendations involves a collaborative effort between multiple stakeholders, including the Ghana Armed Forces (GAF), Ghana Police Service (GPS), and the United Nations (UN).

1. Since financial constraints are regarded as one of the major challenges encountering effective empowerment of women through United Nations peacebuilding; with particular reference to females, the Ministry of Gender, Children and Social Protection (MGCSP) in collaboration with GAF, the GPS, UN WOMEN and Representative of Under Secretary General Department of Peacekeeping Operations should making available financial support in achieving women empowerment for enhanced UN Peace operations.

2. The GAF and the GPS should perform an in-depth examination of the factors influencing women's empowerment within their respective organizations, paying special attention to women operating in vulnerable crisis scenarios.

3. The MGCSP should equip the GAF and the GPS with the competencies and capabilities to design evidence-based policies and programs, as well as apply proven initiatives that successfully and effectively empower women, by improving knowledge, fostering learning, and developing capacities to promote women empowerment.

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4. The UN should coordinate with the GAF and GPS and develop competency-based skill and technical program for women that is needed in the organisations in the performance of UN mission, in so doing the UN should expand the number of women serving in UN peacekeeping operations since it will improve the good impacts of involving women in peacekeeping, as demonstrated by this study.

One of the advantages of a good study is the potential it provides for subsequent research in the examined field. Such chances abound throughout the study. The following suggestions for additional research are offered:

a. An investigation on how to achieve women empowerment in Prisons services.

b. Establishing the correlation between women empowerment and sustainable development.
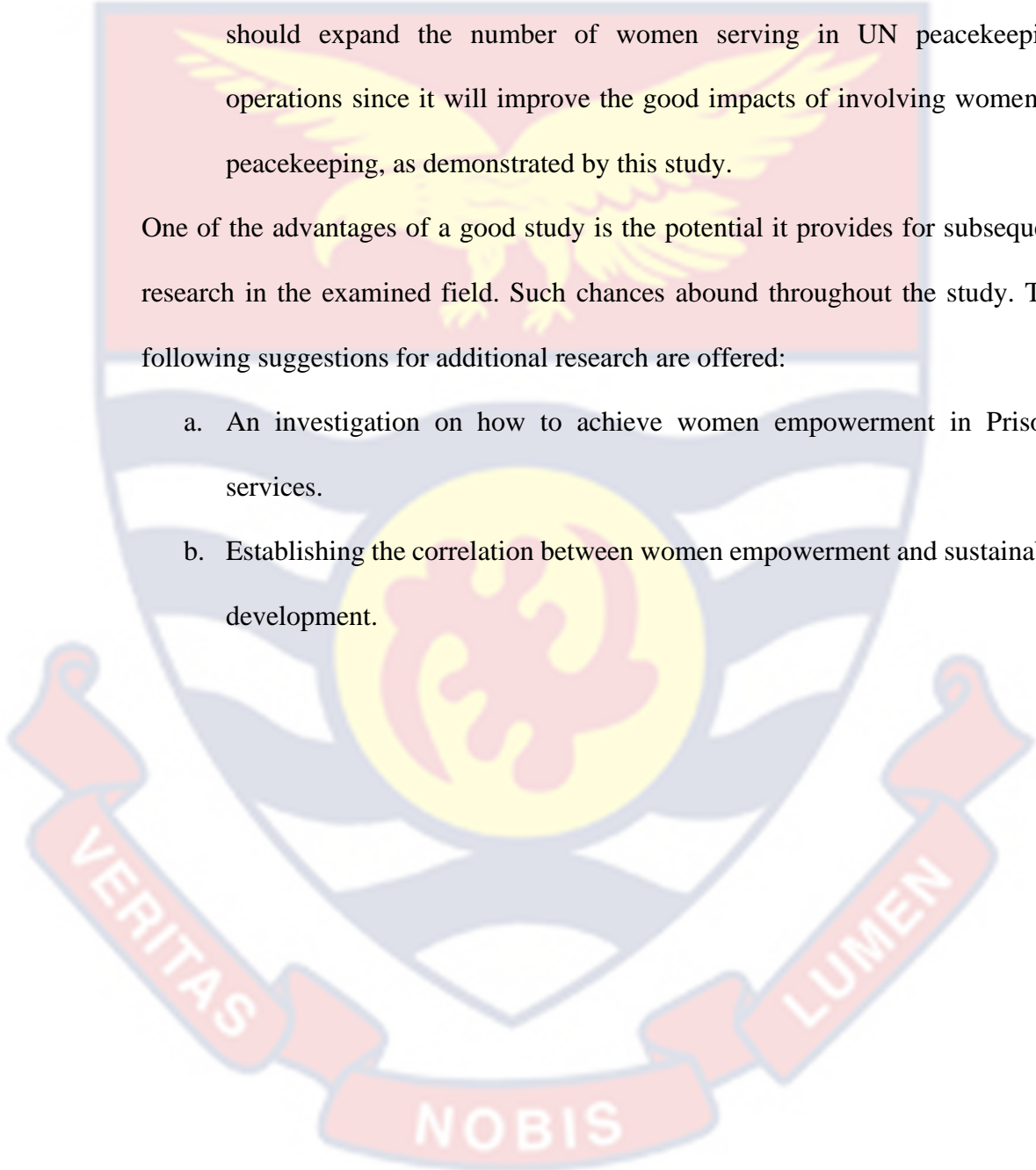
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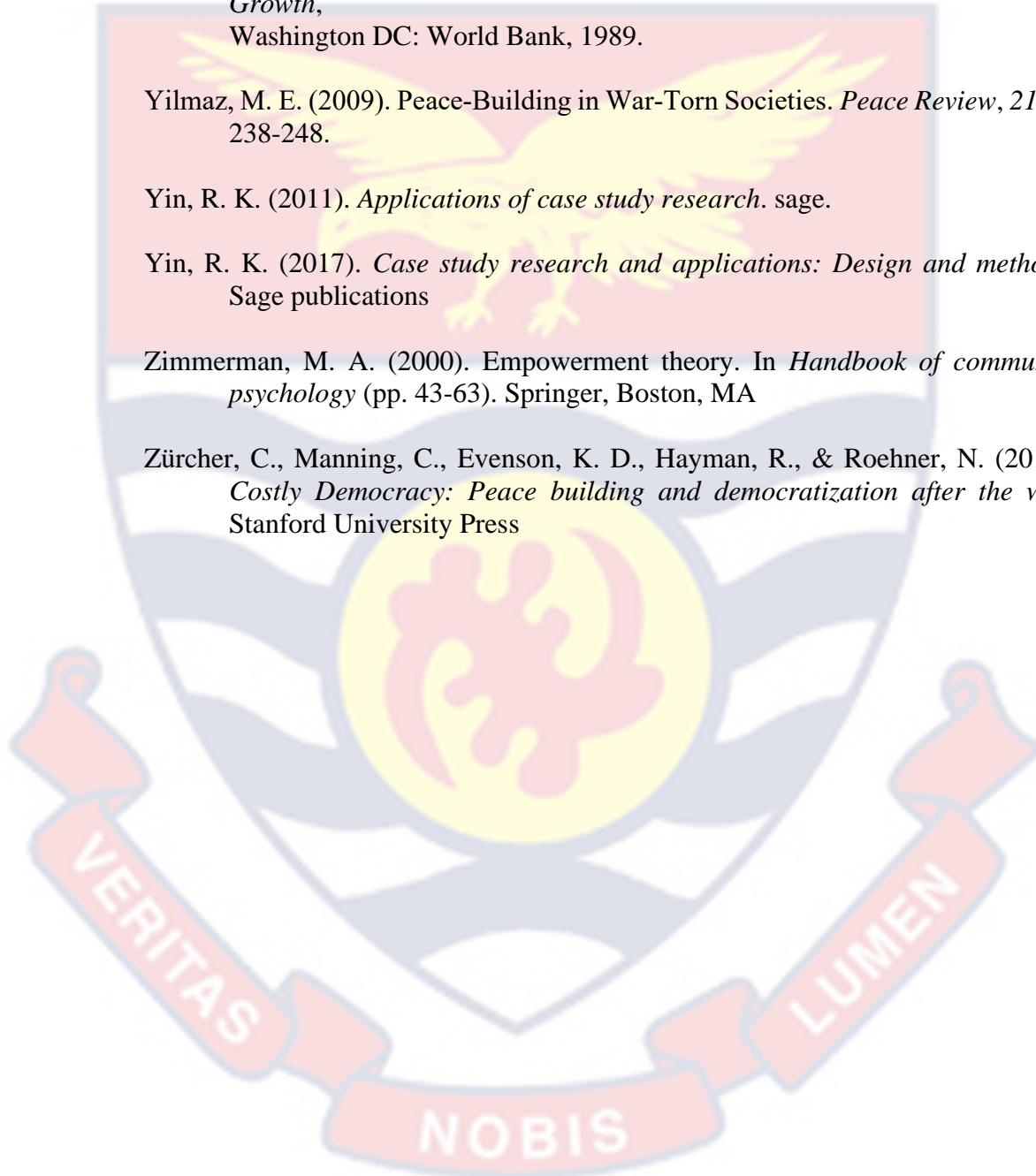
APPENDIX I

INSTITUTE OF DEVELOPMENT AND TECHNOLOGY MANAGEMENT

CAPE COAST

STRUCTURED QUESTIONNAIRE FOR RESPONDENTS

Hello, my name is _____ and I am a student at the Institute of Development and Technology Management (IDTM). As part of my PhD studies, I am conducting research on "Women Empowerment and United Nations Peacebuilding: Evidence from the Ghana Armed Forces and the Ghana Police Service. The survey may take about 15 minutes to complete. The purpose of this research is purely academic and it is aimed at improving women empowerment systems for enhanced United Nations Peacebuilding. Your utmost confidentiality is assured, and because of this please Do NOT write your name or the name of your entity on the questionnaire.

Date:

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SECTION A: BACKGROUND INFORMATION OF RESPONDENT

DIRECTION: For each item, please indicate your response by making a tick (√) in the appropriate response.

A1.	Respondent's Gender	Male [ ] Female [ ]
A2.	Age of Respondent	18-25 [ ] 26-35 [ ] 36-4 [ ] 46-55 [ ] 56 & above [ ]
A3.	What is your status in the service?	Commissioned officer [ ] Senior Non-Commissioned officer [ ] Non-commissioned officer [ ]
A4.	What is your level of education?	No Formal Education [ ] Primary Education [ ] Junior High School [ ] Senior High School [ ] Tertiary Education [ ] Masters/PhD [ ]
A5.	Marital Status of Respondent	Married [ ] Single [ ] Cohabitation [ ] Divorced [ ]
A6.	Duration of service with the Ghana Armed Forces or the Ghana Police Service?	1- 5 years [ ] 6-10 years [ ] 11-15year [ ] 16 -20years [ ] Above 20years [ ]

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A7.	How many times have you served on a United Nations mission?	1- 5times [ ] 6-10 times [ ] Above 10 [ ] None [ ]

SECTION B: Description of the State of Women Empowerment and United

Nations Peace Building.

On a 1–10-point scale, indicate the degree of your understanding of women empowerment. empowerment and United Nations Peace Building. 1-Poor (S1); 10-Excellent (S10)

NO	QUESTION	S1	S2	S3	S4	S5	S6	S7	S8	S9	S10
		1	2	3	4	5	6	7	8	9	10
B1	What is your overall level of understanding of women empowerment. empowerment?										
B2.	What is your overall level of understanding of United Nations Peacebuilding. Building?										

On a 1- 10 point scale, indicate your level of satisfaction with women empowerment in the service. *1- Very Dissatisfied (V1),* 10-*Very Satisfied (V10).*

NO	QUESTION	V1	V2	V3	V4	V5	V6	V7	V8	V9	V10
B3.	What is your overall level of satisfaction with women empowerment in your service?	1	2	3	4	5	6	7	8	9	10
3a.	Health.										
3b.	Career progression.										
3c.	Opportunity to serve on United Nation mission.										
3d.	Duty employment.										
3e.	Income.										
3f.	Social life										
3g.	Personal care										

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Using a 1- 10 point scale, please rate the following content of women empowerment. *1- Strongly Disagree (S1),* 10-*Strongly Agree (S10).*

NO	CONTENT OF WOMEN EMPOWERMENT	S1	S2	S3	S4	S5	S6	S7	S8	S9	S10
		1	2	3	4	5	6	7	8	9	10
B4	Social Empowerment										
B5.	Economic Empowerment										
B6.	Political Empowerment										
B7.	National Empowerment										
B8.	Cultural Empowerment										

Using a 1-10 point scale, please rate the following variables that describes the states of women empowerment and United Nations Peace Building. *1- Not at all important (VI), Absolutely Critical (V10)*

NO	STATE OF WOMEN EMPOWERMENT	V1	V2	V3	V4	V5	V6	V7	V8	V9	V10
B9.	Deployment opportunities	1	2	3	4	5	6	7	8	9	10
B10.	Education/Career advancement opportunities.										
B11.	Economic power										
B12.	Gender Policy										

NO	STATE OF UNITED NATIONS PEACE BUILDING	V1	V2	V3	V4	V5	V6	V7	V8	V9	V10
B13.	Post-conflict reconciliation	1	2	3	4	5	6	7	8	9	10
B14.	Rule of Law										
B15.	Restoration of state institutions										
B16.	Sustainable development										

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B17.	Women's practical needs and strategic interests are addressed										
B18.	Progress on resettlement										

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SECTION C: DETERMINANTS OF WOMEN EMPOWERMENT

Using a 1-10 point scale, please rate the following as factors that determine women empowerment. 1- Strongly Disagree (S1), 10-Strongly Agree (S10)

NO	DETERMINANTS OF WOMEN EMPOWERMENT	S1	S2	S3	S4	S5	S6	S7	S8	S9	S10
		1	2	3	4	5	6	7	8	9	10
C1.	Psychological patterns of women.										
C2.	Psychological patterns of society. (Society baised towards women)										
C3.	Psychological patterns of family. (e.g patrilocality, patrilineality, dowry systems etc)										
C4.	Age.										
C5.	Household income										
C6.	Religiosity										
C7.	Unemployment										
C8.	Urbanisation										
C9.	United Nations capacity to empower women										
C10.	National policies and priorities for women.										
C11.	United Nations Policies for women.										

SECTION D: ANALYSING THE EFFECTS OF WOMEN EMPOWERMENT ON UNITED NATIONS PEACE BUILDING

On a scale of 1-10, rate the following effects of women empowerment on United Nations Peace Building. 1- Strongly Disagree (S1), 10-Strongly Agree (S10)

NO	STATEMENTS	S1	S2	S3	S4	S5	S6	S7	S8	S9	S10
		1	2	3	4	5	6	7	8	9	10
D1.	It helps to improve operations and performance										
D2.	Engaging women in peace building improves security systems										
D3.	Promotion of human rights and protection of civilians.										
D4.	Women have better access to the population for information gathering.										
D5.	Improves engagement with communities the United Nations serve										
D6.	Enhance UN operations by promoting the mandate										
D7.	Improves trust and confidence										
D8.	Prevention and reduction in conflict and confrontation.										
D9.	Inspire and create role models										
D10.	Increase women in leadership positions.										
D11.	Women in decision making										
D12.	Reduction in gender-based violence										
D13.	Improves Disarmament Demobilisation and Reintegration.										

SECTION E: EVALUATING THE CHALLENGES OF WOMEN EMPOWERMENT IN UNITED NATIONS PEACEBUILDING

Kindly indicate your *agreement* or *disagreement* to each of the following statements that relate to evaluating the challenges of women empowerment in

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United Nations Peacebuilding (UNPB), by **ticking** the appropriate number, on the scale of 1-10: 1- Strongly Disagree (S1), 10-Strongly Agree (S10)

NO	STATEMENT	S1	S2	S3	S4	S5	S6	S7	S8	S9	S10
		1	2	3	4	5	6	7	8	9	10
E1.	Women face sexual and gender-based violence.										
E2.	Inadequate facilities to accommodate for women										
E3.	Inadequate specific skilled training for women										
E4.	Limited deployment opportunities for women.										
E5.	Women deployed on UN mission are under-utilized.										
E6.	Limited opportunities for professional and career advancement in UN missions.										
E7.	Cultural barriers										
E8.	Women are given equal opportunity to deploy in UN missions										
E9.	Criteria for deployment exclude disproportionate number of women.										
E10	Women are seen as needing protection rather than as potential protectors in the mission										

SECTION F: SYNTHESISING AN IMPROVING WOMEN EMPOWERMENT SYSTEMS TO ENHANCE UNITED NATIONS PEACEBUILDING

On a scale of 1-10, kindly indicate your *agreement* or *disagreement* to each of the following statements that relate to synthesizing improved women empowerment systems for enhanced United Nations Peacebuilding, by **ticking** the appropriate number, on the scale: **1=strongly disagree (S1), 5=strongly agree (S10).**

| NO	STATEMENT	S1	S2	S3	S4	S5	S6	S7	S8	S9	S10
		1	2	3	4	5	6	7	8	9	10
F1.	Increase recruitment of women into the military										
F2.	Increasing opportunities for women to occupy strategic positions in UN										
F3.	Developing National networks for women in the security sector										
F4.	Selection procedures for women to participate in UN missions should be transparent.										
F5.	Specialised skilled and technical training should be given to women										
F6.	Training and professional development should be based on gender disaggregated needs.										
F7.	Increasing facilities to accommodate women in the mission.										
F8.	Discourage discrimination against women in the mission										
F9.	Institutionalising gender training and having gender advisor within national institutions.										
F10	Provision of equal opportunities for women on UN missions.										

F11	Ensure gender component training and coaching becomes mandatory during predeployment.											
F12	Improving women involvement in the planning phase of UN missions.											
F13	Women deployed on UN missions should be allowed to take up senior positions.											
F14	Support for formal and informal mentoring for women.											
F15	Improving women involvement in the planning phase of UN missions.											

THANK YOU!!!!
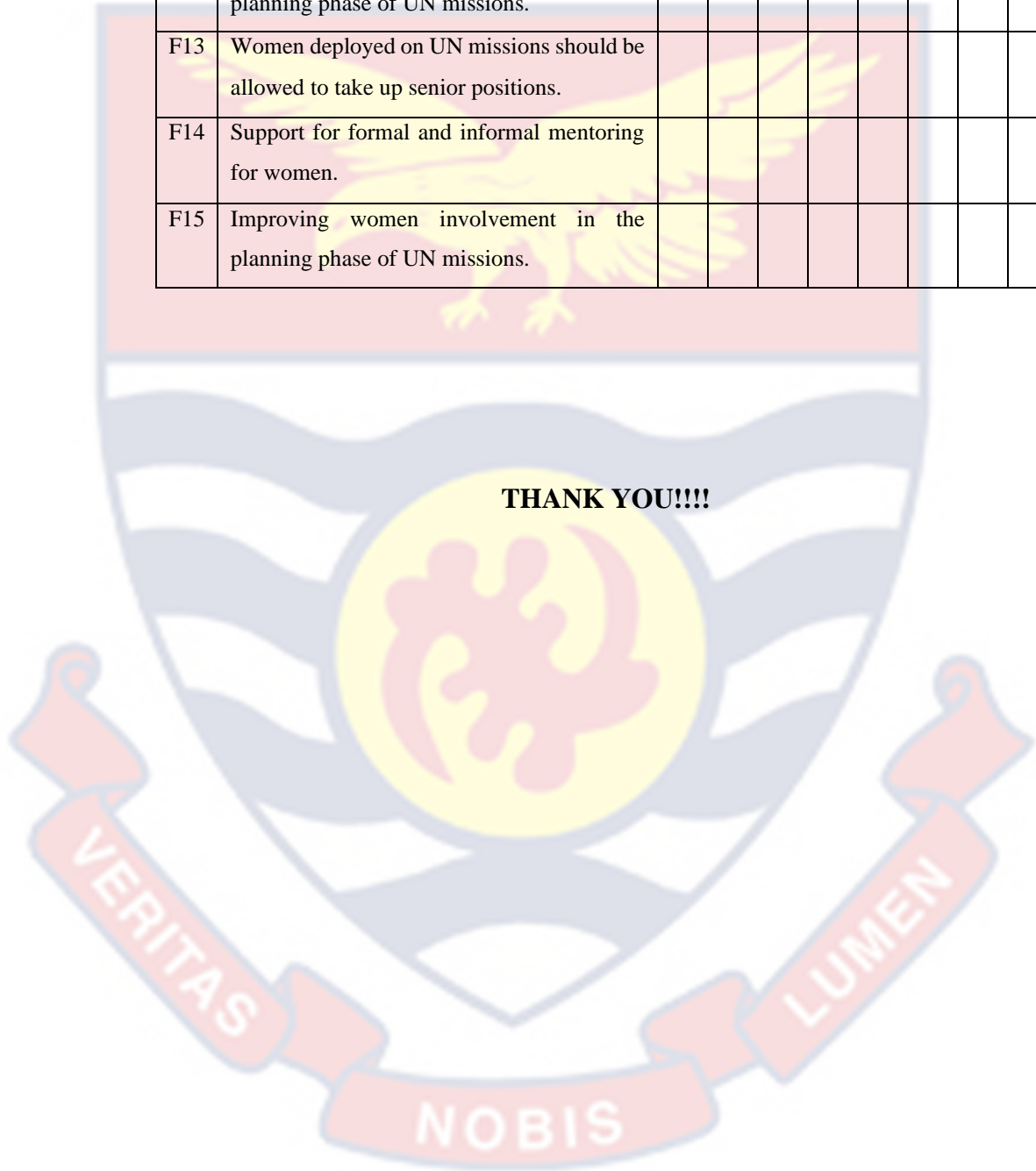
APPENDIX II

UNSTRUCTURED INTERVIEW GUIDE FOR KEY INFORMANTS

TOPIC: TOPIC: WOMEN EMPOWERMENT AND THE UNITED

NATIONS PEACE BUILDING: THE EVIDENCE FROM GHANA

ARMED FORCES AND THE GHANA POLICE SERVICE

The purpose of these questions is to obtain your opinion and views about the concept of womens empowerment in relation to Peacebuilding operations by the UN. This is solely for an academic research purpose as a further requirement for a Post-Higher Degree (PhD) certification. Responses to the following questions will be treated with high confidentiality and solely for the purpose of the research only.

NB: THE PURPOSE OF THIS INTERVIEW IS SOLEY FOR ACADEMIC PURPOSES AND NOTHING ELSE.

1. Name………………………………………………………………..Sex…………
…
2. Organization…………………………………………………………………………
…
3. What is your level of education…………………………………………………….
4. Do you have any educational training on women empowerment? ……………………..
5. Do you have any practical and field experience in women empowerment? ……………..
6. Can you please tell me your current position and how long you have been serving or working in that capacity? …………………………………………………………………………

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7. What is your understanding of women empowerment.

empowerment?..

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8. Explain the factors that describe the state of women empowerment in your service

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9. Explain what factors describe the success of United Nations Peacebuilding

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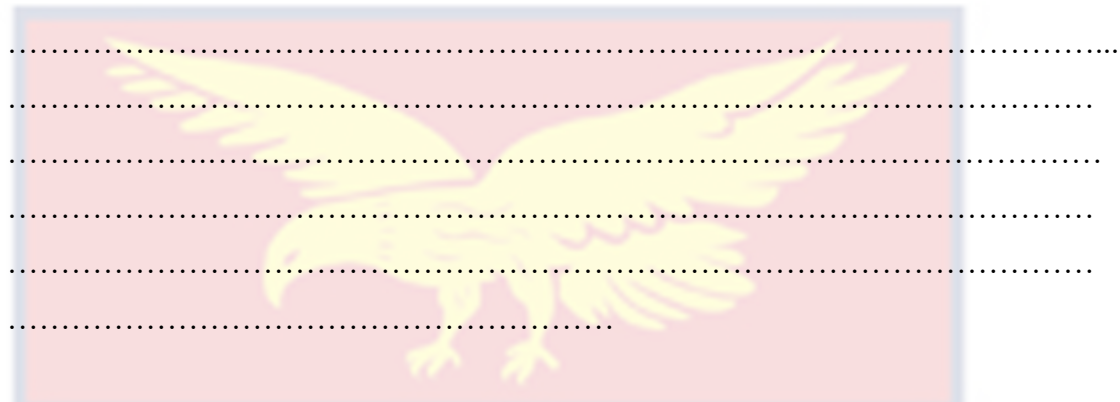
10. Explain how women are empowered in your service……………………………………………………………………………………

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11. What are the effects of women empowerment on United Nations Peacebuilding…………………………………………………………………………………

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12. What are the challenges of empowering women in performing the United Nations Peace Building?

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13. What ways do you think women empowerment systems can be improved for enhanced United Nations Peacebuilding

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Thank you so much for your time and co-operation. I hope this information will provide a useful and reliable source of data to help me carry out my research successfully. I am highly grateful for your contribution.

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General Headquarters
Personnel Administration
Ghana Armed Forces
BURMA CAMP

Accra 776474

GHQ/6363/PS1

25 July 2022

Maj Eric Gbedemah (GH/4051)
Institute of Development and Technology Management
Post Office Box AD 494
ADISADEL
Cape-Coast

**REQUEST TO CONDUCT ACADEMIC RESEARCH
MAJOR ERIC GBEDEMAH (GH/4051)**

I am to convey the approval of your request to conduct a research on the thesis entitled: *"Women Empowerment, and United Nations Peace Building"*. You are to contact the relevant units for your required information.

Additionally, you should be guided by military regulations which spell out information or materials whose unauthorized disclosure could be detrimental to the interest of the Ghana Armed Forces and the nation as a whole. Furthermore, I am to request that a copy of your completed research work should be forwarded to this Department for retention.

Respectfully submitted, please.

E AWARIBEY
Colonel
for Deputy Chief of Staff (Admin)

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APPENDIX IV

In case of reply the
number and date of
this Letter should be quoted

National Police Headquarters
Human Resource Development
P. O. Box 116
Accra

Email: hq.hrd@police.gov.gh

OUR REF. HQRS/HRD.21/REM/V.1/

30th August, 2022

**Institute of Development
and Technology Management**
P.O. Box AD 494
Adisadel, cape coast

RE-LETTER OF INTRODUCTION:
MAJOR ERIC GBEDEMAH – (IDTM/PHD/2021/004)

1.   We write to acknowledge receipt of your letter on the above subject matter and to indicate that the Inspector-General of Police has given approval for the applicant to conduct the research thesis on the topic **"Women Empowerment, and United Nations Peace Building"**

2.   Meanwhile be reminded that the information you will gather shall be for only academic purpose as stated in your letter.

3.   Best regards.

FREDERICK ADU ANIM
COMMISSIONER OF POLICE
DIRECTOR-GENERAL/HRD

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APPENDIX V

General Headquarters
Personnel Administration
Ghana Armed Forces
BURMA CAMP

Accra 776474

GHQ/6363/PS1   25 July 2022

Maj Eric Gbedemah (GH/4051)
Institute of Development and Technology Management
Post Office Box AD 494
ADISADEL
Cape Coast

REQUEST TO CONDUCT ACADEMIC RESEARCH
MAJOR ERIC GBEDEMAH (GH/4051)

I am to convey the approval of your request to conduct a research on the thesis entitled:
"Women Empowerment, and United Nations Peace Building". You are to
contact the relevant units for your required information.

Additionally, you should be guided by military regulations which spell out information or
materials whose unauthorized disclosure could be detrimental to the interest of the
Ghana Armed Forces and the nation as a whole. Furthermore, I am to request that a
copy of your completed research work should be forwarded to this Department for
retention.

Respectfully submitted, please.

E AWARIBEY
Colonel
for Deputy Chief of Staff (Admin)

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APPENDIX VI

FEMALE ENGAGEMENT GROUP OF UNITED NATION INTERIM FORCE GHANA BATTALION 87 ENGAGED IN A FOCUSED GROUP DISCUSSION

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