

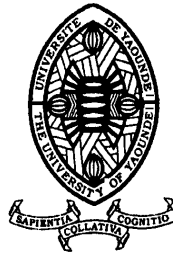
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UNIVERSITE DE YAOUNDE I

CENTRE DE RECHERCHE ET DE
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DEPARTEMENT DE SOCIOLOGIE



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SOCIAL AND EDUCATIONAL
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DOCTORAL RESEARCH UNIT FOR
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GENDER AND DEVELOPMENT PROFESSIONAL MASTER'S PROGRAM

**GENDER DIVISION OF LABOUR AND WOMEN'S
DECISION MAKING POWER IN RURAL HOUSEHOLDS
IN MUNDEMBA SUBDIVISION OF SOUTH WEST
REGION IN CAMEROON**

*A dissertation submitted in Partial Fulfillment of the Requirements for the Award of a
Professional Master's Degree in "Gender and Development"*

Specialization: Gender, Economic and Technical Development

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DEDICATION

To my dear parents Mr. and Mrs. Moore Molua

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ABSTRACT

In many societies across the world, participation in the market and non-market activities has long been determined by the gender factor. The manifestation of gender inequality in society, particularly in rural societies, can be traced to root causes like gender segregation in labour activities. In Cameroon, evidence shows that rural female-headed households have more limited access to a whole range of productive assets and services required for rural livelihoods, including fertilizers, livestock, mechanical equipment, improved seed varieties, extension services and agricultural education. The current study sought to examine the implications of gender division of labour on women's decision-making power in rural households of the Mundemba Sub-division. Specifically, the study sought to identify the market and non-market activities carried out by men and women, assess the influence of women's labour activities on their household decision-making and determine the household decision-making process of rural households in the Mundemba Sub-division. This study is also based on three theoretical frameworks namely: the social theory elaborated by Karl Marx (1818-1883); the dependency theory developed under the guidance of the United Nations Economic Commission and lastly the feminist theory which was developed by Betty Friedan and a group of feminist movements. The study employed the Descriptive survey design to sample 291 residents from 6 villages in the Mundemba sub-division using the qualitative and quantitative techniques using instruments as questionnaire, and interviews. Collected data were analysed using SPSS (21.0). The study reveals that there is statistically significant gender segregation in income-generating activities in the rural areas of Mundemba (Cramer's $V=0.352$; p value=0.000). The study also reveals that women's labour activities and their income levels both have a statistically significant influence on their household, decision-making power in the study area. Thus, they are also involved in cooperative societies. It was also, revealed that women initiate household decisions, management of family properties, implementation of household decisions, feeding decisions, family planning decisions and are consulted in decision-making. The study recommends an inter-stakeholder and integrated approach that involves all decentralised stakeholders, including traditional authorities, in the decision, implementation and follow-up of gender-related development projects at grass root levels. The intensification of sensitisation campaigns, stricter law enforcement, formalisation of property ownership, self-development as well as partnerships amongst public authorities, private enterprises and civil society are recommended to curb gender segregation in market activities and household decision-making.

Keywords: gender, division of labour, decision making, empowerment, household, market activities, non-market activities, rural, gender mainstreaming.

RESUME

La participation à des activités commerciales et non commerciales est déterminée dans de nombreuses sociétés contemporaines par le facteur genre. La pratique de l'inégalité de genre en société et singulièrement en milieu rural, est enracinée dans des causes aussi profondes que celles liées à la ségrégation basée sur le genre dans le domaine du travail. Il s'avère qu'au Cameroun, les foyers matriarcaux en zone rurale ont moins d'accès aux services et aux outils de production nécessaire pour la subsistance en zone rurale à l'instar: de l'engrais, du bétail, des équipements mécaniques, des variétés de semence améliorées, des services d'extension et d'une éducation en agriculture. Notre étude vise à examiner les implications de la division du travail de genre sur le pouvoir décisionnel des femmes au sein de la zone rurale de l'arrondissement de Mundemba en s'appuyant sur le prisme de trois courants théoriques à savoir : la théorie sociale de Karl Marx (1818-1883) ; la théorie de la dépendance développée sous la supervision de la Commission Economique des Nations Unies et enfin, la théorie féministe avancée par Betty Friedan et un certain nombre de groupes féministes. Dans le cadre opératoire de notre étude nous avons sollicité la méthode de l'échantillonnage ciblant 291 résidents dans 6 villages de l'arrondissement de Mundemba faisant recours à la technique d'analyse qualitative et quantitative à l'aide de questionnaires et entretiens. Les données collectées ont été analysées à l'aide du logiciel SPSS (21.0). Les résultats de notre travail révèlent que, d'un point de vue statistique, il existe une importante ségrégation basée sur le genre dans le domaine des activités génératrices de revenus dans la zone rural de Mundemba (Cramer's $V=0.352$; P value= 0.000). Par ailleurs, les statistique de notre étude révèle que, les travaux typiquement féminins et leur revenu ont tous les deux une influence considérable sur le pouvoir décisionnel des femmes de cette zone au sein de leur foyer. Ce qui leur permet de se constituer en coopérative. Il s'est également avéré que les femmes prennent plus d'initiative quant : à la gestion des biens de la famille ; à l'implémentation des décisions concernant le foyer ; à la nutrition ; au planning familial ; et elles sont consultés avant toute prise de décision. Notre travail recommande une approche intégrée impliquant toutes les parties-prenantes décentralisées y compris les autorités traditionnelles dans la mise en œuvre et le suivi des projets de développement relatifs au genre au plus petit niveau, l'intensification des campagnes de sensibilisation, la mise sur pied d'un cadre règlementaire stricte, la formalisation du droit de propriété, des séminaires de développement personnel et de partenariats tripartite entre les pouvoirs publics, le secteur privée et la société civile comme mesure pour éradiquer la pratique de la ségrégation du genre dans les activités commerciales et le processus décisionnel au sein des ménages.

Mots clés : Genre, division du travail, processus décisionnel, habilitation, ménage, activité commerciale, activité non-commerciale, édification féminin.

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ABBREVIATIONS AND ACRONYMS

- ACHPR** : African Charter on Human and People's Rights
- CDP** : Communal Development plan
- KNP** : Korup National Park
- MINADER** : Ministère de l'Agriculture et du Développement Rural
- MINDAF** : Ministère des Domaines et Affaires Foncières
- MINEPAT** : Ministère de l'Economie, de la Planification et de l'Amenagement du Territoire
- MINPROFF** : Ministère de la Promotion de la Femme et de la Famille
- NTFPs** : Non Timber Forest Products
- SAPs** : Structural Adjustment Programs
- UNDP** : United Nation Development Program

INTRODUCTION

0.1 BACKGROUND OF THE STUDY

In many societies, most activities are performed along gender lines. In this regard, gender roles associated with masculinity and femininity may differ from society to society. That is, the activities performed by mostly women in one society may be performed by men in another. Regardless of this difference, a consistently observed pattern is that predominantly female activities are accorded less prestige and power by society than predominantly male activities (Marger, 1990). This is likely to influence their rights and responsibilities in making decisions in terms of the allocation of resources as well as an investment within households.

In the household, men and women are involved in different activities to ensure the availability of goods and services for family consumption. Although these activities are different, they are socially connected (Kabeer, 1994). There, exist an intricate and changing relationship of cooperation and exchange between men and women, which is potentially conflictual (Miller and Razavi, 1998). Despite the conflictual nature of this relationship, gender division of labour in households is the main economic strategy used to meet family basic needs for shelter, food, health, procreation and education (Guyer and Henn, cited in Endeley, 1998).

In most rural societies, the allocation of activities to individuals depends on kinship, age, descent, culture, education, status and marriage. More fundamentally, gender plays a major role not only in the allocation of activities but also in decision-making (Andehmr, et al., 1997). More so, about the division of labour, activities are further broken down to the market and non-market activities. Market activities are tradable activities through interactions between consumers and producers leading to the monetary valuation of the activities. These activities may be formal or informal. Non-market activities are non-tradable activities with no monetary value attached to them. They may also be called reproductive activities. Non-market activities involve mothering, care of children and elderly household members, executing household chores and subsistence farming.

In Cameroon, the traditional division of labour most often situates women in roles based on providing emotional support and maintenance, while men are primarily responsible for economic support and contact with the world outside the home. (Thompson and Hickey, 1994;

Sainsbury, 1996). Although it is presumed that this division of roles works for the good of society, limiting men and women to specific roles may be dysfunctional to both sexes (Anderson and Taylor, 2000). Even though the value of women's activities especially in catering for the family is quite vital, their work is frequently not included in national statistics. Most women, themselves, do not consider their chores as 'work' and thereby do not rate these activities as entitled to any form of recognition. This is a perception most often reflected in the inequalities that women suffer and shows why it is unlikely that they will be active in decision-making.

The last decade has seen a great increase in the number of women in formal and informal income-earning activities. In the developed world, in families in which husband and wife are in the labour force, informal employment is overwhelmingly the norm (Hall,1994). In contrast in Third World countries, women dominate the informal sector. In Cameroon, as in most of Sub-Saharan Africa, almost all rural areas are predominantly agricultural. Women are primary actors in this sector. They produce mostly for household consumption, which is why they are mostly in food crop farming. Men are also in agriculture, but for the most part, are occupied with traditional export crop farming. Besides food crop farming, rural women are also engaged in other income-earning activities.

The economic crises of the 1980s and the subsequent Structural Adjustment Programs (SAPs) in Cameroon made life very difficult for households as many men in formal employment lost their jobs and cash crop farmers lost earnings because of the drop in the world price of their commodities. Women had to supplement household incomes by including a market-oriented dimension to their farming (Endeley, 1998). Women no longer trade in just excess produce from their harvest but are farming expressly for the market, indicating changing and transforming trends. The obligation to meet household needs and the increase in urban demand for food has made augmentation in food crop farming beneficial. Both men and women are now involved in food farming, not only to meet in-country demands but also for export to neighbouring countries. The involvement of men and women in food crop farming, and the increasing production of food crops for sales, is making the hitherto division of labour in rural areas blurred. For example, Fonchingong [1999], in a study of the rural women group, found that the women in Southwest and Northwest Regions felt that the distinct division of labour by crop which existed before the crises has become blurred in some cases.

In addition to trading in food crops in their natural state, food crop processing is common in rural areas. This is a vital source of income, especially for women, which can hardly be neglected. In addition to agriculture activities, women in rural households are also engaged in small-scale enterprises such as petty trading in items not grown on farms, as well as the marketing of locally brewed alcoholic drinks. Furthermore, women's involvement in paid activities is being advocated for and promoted by government and non-governmental organizations mainly through training and provision of credit and loan facilities. This is in a bid to alleviate poverty in rural areas, as well as to economically empower women.

As Fonchingong (1999) notes women's contribution to the household is now more noticeable than in the past. They can contribute more as a result of their increased involvement in income-earning activities. The ability to earn income can lead women to be more active in decision-making (Miller and Razavi, 1998), although Fonjong (2001) asserts that it is uncommon for women in Cameroon to be consulted on decisions affecting their productive and reproductive lives. Nevertheless, it is expected that the present increase in women's involvement in market activities would translate to an increase in their decision-making power within the household.

0.2 RESEARCH PROBLEM

Although rural areas contribute significantly to the economy of Cameroon, studies on rural households are not sufficiently available. This lack of analysis on how household members relate in peasant societies has led to a lot of assumptions about rural households (Moser, 1995)

Two Schools of Thought have been expressed by different authors on the relationship between income and decision-making. In the same light, Kabeer (1994) asserts that remunerating work situated outside the home is known to determine women's fallback position, which in turn determines bargaining power in households.

Other authors hold a different view from those stated above. Savane (1986) notes that earning income or getting involved in the production is usually not a guarantee of such status acquisition. It is most likely because other forces, beyond the economic, affect women's participation in market activities. Limited control over resources, especially land and limited access to capital or credit facilities, renders it difficult for women to generate higher income for themselves. The amount of non-market work, which demands their attention within the

household, also makes it difficult for them to take advantage of education and training opportunities. This negatively affects the amount of knowledge and capability they possess. This cumulates to the low level of productivity and inefficient management of market activities. The cultural norms and beliefs, which hinder women's participation in decision-making, reinforce their inadequacies in managing the limited resources needed in market activities in respective rural households in Cameroon.

Changes, however, are occurring worldwide. Even though the effects of these changes on decision-making power in the rural household is still unclear, gender roles and perceptions are being affected by forces beyond the household (World Neighbours 2001). Because of economic changes, rural women have increased their participation in market activities. Thus, the necessity for further studies on changing division of labour and the influence that it has on decision-making. The increased participation in market activities is likely to reshape household relationships and consequently decision making within households.

0.3 PROBLEM STATEMENT

According to the protocol of the African Charter on Human and People's Rights (ACHPR) on the Rights of Women in Africa, Article 9 stipulates the rights of women to participate in the political and decision-making processes. There is a gap in terms of population in decision-making in the rural household between men and women in which the women are not fully involved in these processes in Cameroon. There is still gender inequality whereby the women do all the household activities. In the meantime, as Maryline Carr (1978) demonstrated, women work longer hours than males and from dawn to evening. Contrary to popular belief, all of the efforts made by women to support development activities have contributed to the expansion of the gender gap in the distribution of resources and responsibilities, which has an impact on the well-being of the family.¹

Fluctuating performance has caused poverty more on women and general livelihood. The woman spends her earnings on household while the man spends his on drinks. They are deterred

¹ Maryline Carr, '*Appropriate Technology for Women in Appropriate Technology*' Vol. 5 no1 1978.

from controlling economic resources and land. According to MINDAF statistics of 2010 in Cameroon, only 645 women, as opposed to 10,000 men, own land in Cameroon. These cultural constraints in land inheritance have caused many women not to have control over household assets to support their production and to provide food to their families

In Cameroon, evidence shows that rural female-headed households have more limited access to a whole range of productive assets and services required for rural livelihoods, including fertilizers, livestock, mechanical equipment, improved seed varieties, extension services and agricultural education. Women who do not own land have little access to funds because they are concentrated in poor rural communities with few opportunities to borrow money (Starche1996). ‘Rural women receive 10% credit for the rural world and remain excluded from land ownership that they can not use by proxy’. Rural women carry a great part of the burden of providing water and fuel for their households. For example, women spend more than twice as much time fetching wood and water per week. Collectively, women from Sub-Saharan Africa spend about 40 billion hours a year collecting water (Source; UNDP2011).

0.4 RESEARCH QUESTIONS

0.4.1 Main Research Question

To what extent do the implications of gender division of labour have on women’s decision-making power in rural households of the Mundemba Sub-division?

0.4.2 Specific Research Questions

1. What are the market and non-market activities carried out by men and women in rural households of the Mundemba Sub-division?
2. What are the influence of women’s labour activities on their household decision-making in the Mundemba Sub-division?
3. What are the household decision-making process of rural households in the Mundemba Sub-division?

0.5 HYPOTHESIS

0.5.1 Main Hypothesis

The socio-economic implications of gender division of labour have deterred women from land ownership, equity in wealth and responsibilities and decision-making power in rural households of the Mundemba Sub-division

0.5.2 Specific Hypothesis

1. The market and non-market activities comprise palm oil production, hunting, farming, and petty businesses carried out by men and women in rural households of Mundemba Sub-division.
- 2 The women's labour activities include cooking, home management, subsistence farming and babysitting on their decision-making power in rural households in Mundemba Subdivision.
- 3 The household decision making process can be determined by women level of involvement in the initiation of household decisions, involvement in the management of family affairs and properties, women involvement in the implementation of the husband decision making, women involvement in feeding decisions, family planning decisions and arguments amongst couples.

0.6 RESEARCH OBJECTIVES

0.6.1 Main Research Objective

The main objective of this study is to examine the implications of gender division of labour on women's decision-making power in rural households of the Mundemba Sub-division.

0.6.2 Specific Research Objectives

The specific objectives of the study are to:

1. Identify the market and non-market activities carried out by men and women in rural households of the Mundemba Sub-division.

2. Assess the influence of women's labour activities on their household decision-making in the Mundemba Sub-division.
3. Determine the household decision-making process of rural households in the Mundemba Sub-division.

0.7 METHODOLOGY

0.7.1 Research Design

This study is framed within the context of the descriptive survey design given that it combines both qualitative and quantitative techniques. The descriptive survey design hopes obtains deeper descriptions of relevant variables through qualitative research activities involving observations, photographs, interviews and thematic-content analysis. The survey design is employed to study the target population (through a questionnaire and quantitative analysis techniques) by selecting a representative portion of it to fulfil the criterion of generalisability, a vital component of the quantitative research approach. While the descriptive design focuses on detailed descriptions of the research variables (emphasising the pertinence of concepts), the survey draws conclusions based on numerical weightings (proportions) and statistical results. The study therefore employs the triangulation approach given that it blends both the qualitative and quantitative research approaches to achieve the objectives and hypotheses of the study.

0.7.2 Population Under the Study

The population for this study comprises the rural areas of Mundemba Sub-division, in Ndian Division of the Southwest Region of Cameroon. Going by the Mundemba Communal Development Plan-CDP (2012), there are fifty settlements in Mundemba Sub-division. Besides the Mundemba town itself hosting 11,450 inhabitants (38%) of the population, the rural settlements/villages comprise 18,594 inhabitants (62%). This implies the Sub-division is still dominantly rural with primary sector activities dominating. The study focuses on the rural settlements of Mundemba but it is noteworthy that relevant administrative offices and civil society organisations located in Mundemba town will also be covered in the study.

0.7.3 Target Population

Amongst the forty-nine rural settlements in Mundemba Sub-division, this study shall be limited to six villages, namely: Besingi, MosongiseliBalondo, Lipenja II, BebokaBima, MekaNgolo and Bulu Camp (Table 3.1). These six villages have been selected for this study because they have relatively been very stable compared to the others since the onset of the socio-political upheavals in the region. Given that the households, population and economic activities are still relatively unperturbed in these villages, the researcher will be able to fully achieve the study focusing on these areas.

Women from the respective households, the men, traditional authorities and civil society organisations in the six selected villages will be targeted in the study. The household (families and other groups sharing a roof/shelter and feeding) therefore constitutes the basic unit of analysis in the study given that it is at the household level that most of the basic decision-making in the society are being initiated.

Moreover, administrative officials of decentralised government ministries like the Ministry of Women Empowerment and the Family and the Ministry of Social Affairs, municipal authorities (the Mundemba Council) as well as civil society organisations in Mundemba Sub-division will be targeted.

0.7.4 Sample Population and Sample Size

To fulfil the survey design, the sample population for this study is being computed from the total number of households found within the six selected villages rather than based on the total population resident in each village (household survey). The total number of households within the selected villages (Table 1) was identified by dividing the total population of each village by the average household size of 5.2 persons per household for Cameroon as revealed by the United Nations Department of Economic and Social Affairs (2017).

Table 1: Distribution of Target and Sample Population of the Study

Rural Settlements	Population	Estimated No. of Households	% of Sample Size	Allocation of Questionnaires
Besingi	410	79	07.4	22
MosongiseliBalondo	330	64	05.9	17
Lipenja II	500	96	09.0	26
BebokaBima	49	09	0.89	03
MekaNgolo	776	149	14.0	41
Bulu Camp	3,500	673	62.9	183
Total	5,565	1,070	100	291

Source: Author, 2020

With a total number of 1,070 households in the six selected villages, the researcher proceeded to calculate the sample size mathematically with the aid of the Taro Yamane (1967) statistical formula: $n = N / (1 + N (e)^2)$ where,

n = Sample Size

N = Target Population

e = Margin of Error (0.05, 95% Confidence Interval)

$$n = 1,070 / (1 + 1,070 (0.05)^2) = \mathbf{291}$$

With a sample size of 291 households, the researcher then computed the % allocation amongst the six selected villages based on their respective number of households. This was to ensure a proportional representation whereby villages with more households/housing units were allocated more questionnaires (Table 3.1).

0.7.5 Sampling Techniques and Procedure

Given the triangulation of quantitative and qualitative approaches, this study respectively adopts both probability (unbiased) and non-probability (biased) sampling techniques in collecting data from the target population. For the household survey, the researcher will adopt the systematic sampling technique whereby upon arrival in each village, every 5th housing unit along the streets will be sampled to eliminate any bias in the selection of housing units. A single questionnaire will be administered to each household, preferably to the wife or partner (for cases of co-

habitation) of the man who acts as the bread winner of the household. In cases of a polygamous marriage or union, only a single wife in each household will be sampled.

For the interviews, the purposive sampling technique (non-probability sampling) will be adopted by the researcher to select officials from respective institutions (ministries, council and civil society organisations) who are directly concerned with the implementation of policies and programmes (projects) related to women empowerment/emancipation. Hence, upon visits to each institution, the researcher will choose respondents who are directly concerned or versed with the variables of this study.

0.7.6 Data Collection Tools

Primary and secondary data will be important for accomplishing this study. Primary data will be collected through field observations and photographs, administration of questionnaires and interviews. Upon visits to the sampled villages, the researcher shall observe the various market and non-market activities in Mundemba Sub-division for illustration using photographs. The observations and photographs will enable identification of types and characteristics of various activities (such as agricultural systems and crop types cultivated, business activities and small-scale industries) being practised in the sampled villages. Attempts will be made to describe and illustrate the extent of gender segregation in the various market and non-market activities that will be observed while on the field.

0.7.6.1 Semi-Structured Questionnaire

A semi-structured questionnaire will be designed for the women comprising of both open- and closed-ended questions. The questionnaire will be sub-divided according to the objectives of the study and will comprise a section for socio-demographic information of each respondent. Section A of the questionnaire is titled gender dimensions in property ownership and labour activities touching on indicators like the care-giving and income generating activities of the rural men and women, assessment of women workloads, financial earnings of women, state of women's financial contributions to the household, women's satisfaction with their income levels, changing gender trends in labour activities, women's property ownership and women's belonging in financial and agricultural cooperatives.

0.7.6.2 Questionnaire

Section B of the questionnaire is titled household decision-making process in rural households covering indicators of the decision-making circle ranging from initiation, advice/consultation, implementation and level of disagreements. The gender dimensions in each of these decision-making indicators are assessed in this sub-section. The gender dimensions of decision-making on specific aspects like feeding and family planning will also be measured in this section. Section C of the questionnaire seeks to generate information on respondents' village of residence, experience living outside their village, age, origin/clan, level of schooling and marital status.

In addition, two categories of semi-structured (blend of open- and closed-ended questions) interview guides will be designed for the men and relevant authorities in Mundemba. The interview guide for the men will be structured into two sections: Section A focuses on household decision-making power and male perceptions touching on the following indicators: role of the wife in the family, cultural specifications regarding gender involvement in labour activities and decision-making, men's perceptions about women's involvement in decision-making and other household activities, men's perceptions of schooling in a woman's life. Section B of the interview guide will include the village of residence, age, origin/clan, level of schooling and marital status of the sampled men.

0.7.6.3 Interview Guides

The interview guide for the authorities/officials will be structured into two sections: Section A focuses on general information on the name of institution, post of responsibility of official, duration at the position and sex of the respondent while Section B will target the roles of the institution in gender equality and household decision-making. As such, the specific roles each institution plays will be gotten, the government laws, policies and projects directed to gender equality, assessment of the problem of gender equality in the study area, challenges hindering efforts at gender equality and improvement of women's household decision-making power, challenges faced by the respective institutions in promoting gender equality and way forward advocated by the officials. The interviews will be conducted face-to-face between the researcher and the respondents whereby the researcher will ask the questions and take down the responses.

The recording of interview sessions will also be done in cases where the respondents are comfortable with it.

This study has made an extensive review of secondary data from the internet and libraries. Journal articles, textbooks and websites were reviewed to provide the theoretical background for the study. In addition, the municipal authorities were approached in order to obtain a copy of the Communal Development Plan (CDP) to provide background information of the Mundemba Council Area. Data booklet of the UN Department of Economic and Social Affairs Population Division was consulted to obtain the average household size of Cameroon. Upon visits to the decentralised services of government ministries, the researcher will solicit relevant policy documents or legal provisions guiding women's household decision-making and empowerment in Cameroon.

0.7.7 Data Processing and Analysis

The closed-ended (structured) questions in all the instruments will constitute quantitative data to be analysed using a blend of descriptive and inferential statistical techniques. The open-ended questions (qualitative data), on the other hand, will be subjected to thematic-content analysis. For the questionnaire, the researcher will sort the poorly responded copies and proceed forthwith coding of the valid copies. Data from the questionnaire will then be carefully entered into designed EpiData case files of EpiData Version 3.1 (EpiData Association, Odense Denmark, 2008). The computerised data will then be exported from EpiData into the Statistical Package for the Social Sciences-SPSS Version 21.0 (IBM Inc., 2012) where the variables will be defined to ease categorisation, interpretation by the software and the performance of data analysis.

The analysis of quantitative data in SPSS will employ the use of descriptive statistical techniques including: frequency tables, charts, graphs, crosstabs, mode, mean, median, standard deviation and percentage analysis to measure proportions while the inferential statistical techniques will involve measures of association using the Chi Square test of independence (especially for nominal and ordinal variables), Cramer's V (for nominal and nominal variables) and Correlation Coefficient (Spearman's rho non-parametric test in cases where the variables will violate the normality assumption and Pearson parametric test in cases where the variables respected the normal distribution). The Kolmogorov-Smirnov and Shapiro Wilk tests of normality will be

conducted to determine the variance and nature of distribution of collected data (whether normal or skewed). Hence, the tests of normality will determine the choice of inferential tests to be used for particular variables (that is, whether parametric or non-parametric tests).

For the hypothesis testing, the nature of data collected and tests of normality will determine the suitable tests in each case. However, the researcher envisages the use of the Cramer's V non-parametric test to test hypothesis one to prove whether there is a significant statistical difference in the gender labour activities in rural households of Mundemba Sub-division. Hypothesis two that seeks to measure whether there is a significant dominance of decision-making process by the males (husbands) over the women (wives) and in this context the Chi Square non-parametric technique will be used. Hypothesis three that measures if there is a direct relationship between women's labour activities and their decision-making power in rural households will be tested using tests of associations (like the Chi Square and Somer's d tests depending on scales of measurement of each indicator) and the Correlation Coefficient (parametric or non-parametric depending on outputs of the tests of normality). Lastly, hypothesis four which states that women's socio-cultural status influences their household decision-making power in rural households of Mundemba Sub-Division will be tested using the Chi Square test or the correlation analysis depending on the scales of measurements of each indicator. All statistical analysis will be interpreted at the 0.05 level of significance (95% Confidence Interval).

For the qualitative data generated from all open-ended (unstructured) questions in the instruments, the thematic-content analysis technique will be employed by the researcher. Firstly, the researcher will generate a code-list from the range of responses on each open-ended question in the respective instruments, from which grounding or weighting will be done (frequency) to rate the level of emphasis (severity or priority level) on the codes/concepts generated. The codes (concepts/themes) and their supporting quotations (descriptions/explanations) will then be presented in tabular code-quotation-grounding reports with the aid of Microsoft Office Word. After production of the code-grounding-quotation tables, the qualitative data will be further subjected to computer-assisted analysis using Atlas-Ti 5.2 to check for consistency and to make final adjustments.

0.8 THEORETICAL FRAMEWORK

Three theories have been adopted to guide the current investigations. The Social Theory of Karl Marx (1818-1883) is used to illustrate how labour activities (factors of production) translate to unequal decision-making power between men and women, the Dependency Theory by Raúl Prebisch (1960-1970s) is used to investigate the extent to which women's dependence on men impact on their decision-making power while the Feminist Theory by Charlotte Perkins Gilman's (1860-1935) provides a framework to understand the causes of women's inequalities and the way forward in addressing the problems.

0.8.1 The Social Theory

Karl Heinrich Marx (1818-1883), a philosopher, profoundly deep social thinker, political economist and working class intellectual and revolutionary set the pace of the Social Theory. As a social scientist and revolutionary, he was of the opinion that social theorists should give attention to the material conditions that influence the life of people. Karl Marx's Social Theory saw society as moving from one historical stage to another on account of class struggle. This class struggle was a reflection of disproportionate access of different classes to the material base of society. Thus Marx's Theory, though economic in nature has social, political and cultural implications. He felt that Social Theory should be grounded in the existence of living human beings who must survive in a relatively hostile environment.

Marx's analysis of history is based on his distinction between the factors of production, like land and natural resources, and technology that are necessary for the production of material goods and the social relations of production. Marx observed that within any given society, the mode of production changes. This change in the mode of production often a result of conflict between the forces of production and relations of production, leads to a new historical stage in society.

Marx emphasised that the history of all hitherto existing society is the history of class struggle. In every society, there were always opposing interests between those who owned the means of production and those who did not. This conflict between the oppressor and the oppressed was present in every stage of history. In the stage of primitive communism, there was no private property, no classes and hence no exploitation on the basis of class. In course of time, however, slavery, the first system of exploitation emerged, when ownership of other human beings

determined rank and position. Slavery was followed by feudalism wherein the two classes, landowners and landless serfs represented opposing interests. Feudalism gave way to capitalism, in which capitalists hire proletariat, only if they generate profits. Marx believed that capitalism would grow like a giant octopus, spreading its tentacles, over the entire globe, until nearly every human activity became debased because it was a commodity subject to purchase (Turner et al., 2012).

Marx opined that the contradictions inherent in capitalism, the tremendous sense of alienation it produced among the workers would lead to collapse. This would bring about a transitory phase of socialism which was characterised by the dictatorship of the proletariat. Eventually, Marx predicted that communism would emerge, wherein there would be a classless society in which all would give according to their ability and take according to their need. In order for this utopian society to emerge, a revolution that would hasten the collapse of capitalism was needed.

Marx's praxis was hence geared towards initiating and contributing to this revolution. For a revolution to occur, the status quo had to be changed. The capitalists, being a small number were a class for themselves, which meant that they were aware of their common interests. This awareness made them cooperate with each other in facilitating the exploitation of workers. The workers, on the other hand, though living under common conditions, perhaps due to their large numbers do not recognise their common interests. They remain a class-in-themselves a class-for-themselves. Karl Marx (1818-1883) predicted that this class consciousness would arise on account for two reasons: firstly, as they cramped into factories, the physical proximity to each other makes them discuss and recognise their common interests and secondly, some argue that members of the bourgeoisie would break away and join the proletariat, thus hastening the inevitable revolution. The outcome of the revolution would be a communism which will come to be a fruition of the dialectical process that began at the end of the first stage of history.

Marx's economic theory is intended to be revolutionary and written from the historical perspective of a class-conscious revolutionary proletariat and working-class. The central piece of Marxism is a theory of capitalism as a particular kind of class society (Burawoy & Wright, 2002). This is the aspect of Marxist Theory that is most intimately linked to the Marxist political project of radically challenging capitalism. The central arguments of the Theory of Capitalism within the Marxist tradition fall under three theoretical clusters: a theory of the trajectory and

destiny of capitalism; a theory of the contradictory reproduction of capitalism; and a emancipator theory of socialism and communism as the alternative to capitalism. Central theses in the traditional Marxist Theory of the Destiny of Capitalism are grounded in three fundamental theses:

-The long-term non-suitability of capitalism thesis. Capitalism is an unsustainable social order in the long run as it provides growing problems that will challenge its very own foundation.

-The anti-capitalist class struggle argument is intensified. As capitalism's viability dwindles, class forces unite against it. rise in numbers and power to oppose capitalism Eventually, the societal forces opposing capitalism will be powerful enough to overthrow it.

-The path to socialism. Given the unsustainable nature of capitalism and the interests and capacities of social actors opposing it, Socialism may succeed it. By removing the capitalist as active entrepreneur in production, capitalism establishes the structural groundwork for socialism.

This study will test the applicability of Marxist's arguments in the context of rural settlements in Mundemba Sub-division. The study frames in the tenets of this theory as it seeks to understand how access and control of assets or factors of production and labour activities between men and women foster inequalities in socio-economic status and in turn household decision-making power. An understanding of free market influences in sidelining women in the productive or market sector activities will equally be of interest in the current study. The theory equally inspires the recommendations that will be made in this study on possible State interventions that can be necessary to check against the excesses or inequalities characterised by the free market forces (capitalism). Hence, suggestions in this study will involve State interventions necessary to bridge the gender gaps in labour activities and household decision-making power between men and women in the rural settlements of Mundemba Sub-division.

0.8.2 The Dependency Theory

Dependency can be defined as an explanation of the economic development of a State in terms of the external influences-political, economic and cultural on national development policies. This dependency theory makes up the dominant states of the advanced industrial nations in the Organisation of Economic Cooperation and Development (OECD) and the dependent states are

those states of Latin America, Asia and Africa which have low per capita GNPs and which rely heavily on the export of a single commodity for foreign exchange earnings.

Dependency Theory was officially developed in the 1950s under the guidance of the Director of the United Nations Economic Commission for Latin America, Raul Prebisch. Prebisch and his colleagues. Indeed, their studies suggested that economic activities in the richer countries often lead to serious economic problems in the poorer countries. Such a possibility was not predicted by the neo-classical theory which had assumed that economic growth was beneficial to all even if the benefits were not always equally shared. Prebisch's initial explanation for the phenomenon was very straight forward: poor countries exported primary commodities to the rich countries who then manufactured products out of those commodities and sold them back to poor countries. The value added by manufacturing in usable product always cost more than the primary products used to create those products. Therefore, poorer countries would never be earning enough from their export earnings to pay for their imports.

Dependency Theory was therefore viewed as a possible way of explaining persistent poverty of the poor countries. Traditional neoclassical approach said virtually nothing on this question to assert that the poor countries were late in coming to solid economic practices and that as soon as they learned the techniques of modern economics, then poverty would begin to subside. However, Marxist Theorists viewed from the persistent poverty as a consequence of capitalist exploitation and a new body of thought, called the World Systems approach arguing that poverty was a direct consequence of the evolution of the international political economy into a fairly rigid division of labour which favoured the rich and penalised the poor. The debates amongst the liberal reformers (Prebisch), the Marxists (Andre Gunder Frank) and the World System theorists (Wallerstein) were vigorous and intellectually quite challenging. There are still points of serious disagreements amongst the various strains of dependency theorists and it is a mistake to think that there is only one unified theory of Dependency. Nonetheless, there are some core propositions which seem to underlie the analysis of most Dependency Theorists.

External forces are of singular importance to the economic activities within the dependent states. These external forces include: multinational corporations, international commodity markets, foreign assistance, communications and any other means by which the advanced industrialized countries can represent their economic interests abroad. Relations between dominant and

dependent states are dynamic because the interactions between the two sets of states tend not to only reinforce but also intensify the unequal patterns (Gunder, 1972). Moreover, Dependency is a very deep-seated historical process rooted in the internationalization of capitalism. The diversion of resources has been a noticeable trend over time and one must remember that dependent relationships have persisted since the European expansion beginning in the 15th Century is maintained not only by the power of dominant states, but also through the power of elites in the dependent states.

According to this view, capitalism has enforced a rigid international division of labour which is responsible for the underdevelopment of many areas of the world. The dependent states supply cheap minerals, agricultural commodities and cheap labour, and also serve as the repositories of surplus capital, obsolescent technologies and manufactured goods. These functions reorient the economies of the dependent states towards the outside. Money, goods and services do flow into the dependent states but the allocation of these resources are determined by the economic interests of the dominant states, but the allocation of these resources are determined by the economic interests of the dominant states and not even by the economic interests of the dependent states. This division of labour is ultimately the explanation for poverty (doctrine of comparative advantage).

Dependency Theory represents an ideological substantiation of capitalism in countries where capital/labour relations are not yet dominant and reflects the class needs of competitive capital in the face of monopoly capital. Throughout class history, class needs have undergone constant change in relation to different modes of production and to appropriation of surplus and accumulation of capital (Marx, 1964). Slave exploitation relations gave way to feudalism, which gave way to capital interactions, and capitalism is now being consciously replaced by socialism and communist relations. Such shifts in class history are part of society's transition to classless relations in society.

Prebisch's solution was similarly straightforward: poorer countries should embark on programs of import substitution so that they need not purchase the manufactured products from the richer countries. The poorer countries would still sell their primary products on the world market but their foreign exchange reserves would not be used to purchase their manufactures from abroad. Dependency Theory thus suggests alternative uses of resources rather than focusing on the

resource usage patterns imposed by the dominant states. Export agriculture is one of the dominant state parties criticised. This dependency theory is under the ministry of Economic, planning and regional development which seeks to empower women.

Rather than looking at the Dependency Theory from a Developed and Developing Country perspective, the Theory is applied in the current study to help understand gender disparities and dependencies between men and women, factors sustaining the inequalities and as a policy guideline on the way forward to empower women and reduce their dependencies on men and overcome the hurdles that constrain their household decision-making power. Dependency Theory will provide benchmarks for analysing the extent to which economic and socio-cultural systems in the rural settlements of Mundemba Sub-division foster gender inequality in access to labour activities, resources and earnings as well as how the interactions affect the dependence of women on men. The Dependency Theory is also of policy relevance to the current study because it outlines alternative and innovative solutions by which weaker groups (the dependent or peripheral party) can reduce their dependency on stronger and influential groups.

0.8.3 The Feminist Theory

The history of Feminism involves the story of feminist movements and of feminist thinkers. Most western feminists' historians assert that all movements that work to obtain women's rights should be considered feminist movements, even when they did not apply the term to themselves. The Feminist Theory gives a voice to the discontent and disorientation many women felt in being shunted into home making positions after graduating from college (Williams, 1998). In the book, 'The Feminine Mystique', Betty Friedan (1963) explored the roots of change in women's roles from essential workforce during World War II to homebound housewife and mother after the war, and assessed the forces that drove this change in perception of women's roles. Over the following decade, the phrase and concept 'Women's Liberation' began to be discussed. Thinking as a feminist involves challenging much of what has counted as 'knowledge'. Because we have historically lived in male-dominated societies, women have more often been the objects of knowledge than the producers of it.

Feminist Theory seeks to analyse the conditions which shape women's lives and to explore cultural understandings of what it means to be a woman. The Theory emphasises the need to

understand women's subordination and exclusion from or marginalisation within a variety of cultural and social arenas. Feminist Theory is about women thinking of themselves as women, generating knowledge about themselves and gender for women. Women are not homogenous but different in local and global contexts, nationality, ethnicity, education, language, family, class, employment, ability/disability and sexuality. These differences are often hierarchical, producing inequalities amongst women which intersect with gender inequality. There are thus many strands of feminist thinking and numerous areas of contentions or debates about feminism. Feminist Theory just like Marxism is not and has never been static. Diversity and change are interlinked. As feminism has evolved, theorising has taken many different directions. Individual feminists have also changed their views over time and this is evident in the reflexive, self-critical tenor of much feminist work. Feminists are constantly reflecting on their own ideas, changing their stances in response to debates and challenges from other feminists.

Feminist Theories have now grown into a vast field. In the 1970, it was still possible for each one of use to keep track of feminist thought as a whole, to have an overview of it, if not detailed knowledge. While some feminists, especially in the 1970s, attempted a grand synthesis in order to account for the totality of women's subordination, much theorising has since focused on specific aspects of social life or cultural production, or on specific applications of particular theories. While there were certainly important feminist thinkers writing earlier than the 20th Century such as Virginia Woolf (1982), Charlotte Perkins Gilman (1935), Simone de Beauvoir (1986) and Betty Friedan (1963), the rise of a second-wave feminism provided the impetus for a rapid growth in Feminist Thought. The Feminist Theory we know today has derived from that period but has developed and diversified through a constant process of debate, critique and reflection.

Feminism holds on to the optimistic belief in the possibility of radical social change. Feminist works of this period 1960s to 70s sought to better understand causes of women's oppression in order to overturn the male-dominated social order. During the 1970s-1980s, most Feminist Theories addressed to a single basic question: how can we account for women's subordination? Women's subordination could be seen as social in origin. By 1990s, efforts were also directed towards the location of women within a changing world order, hence the increasing interest in exploring the complexities of the post-colonial era and postmodernism. Sharing the views of

Stevi (1998), Feminist Social Theory has been concerned with the understanding of fundamental inequalities between women and men and with analyses of male power over women. Its basic premise is that male dominance derives from the social, economic and political arrangements specific to particular societies. This mode of theorising reflects a continuum between those who saw women's subordination as a consequence of capitalism and those who saw it as a consequence of patriarchy, of a system of male domination.

Women's position in the labour market differs from that of men in that they tend to be lower paid, concentrated into fewer occupations, employed less continuously than men and frequently on part-time basis and in addition to any paid employment women undertake, they are typically also engaged in unpaid domestic work in the home. Feminists with orthodox Marxist preoccupations related women's marginalisation and rights to the capitalist economy. The conditions of women's employment led to women being dubbed as a 'reserve army of labour'; a pool of cheap, flexible and disposable labour, which could be called on when needed by capital and laid off at other times. Women may be a flexible labour force, but that flexibility is not utilized in such a way that they are potential replacements for male workers. Indeed, women rarely do the same jobs as men and are employed instead in a different range of occupations. Moreover, this approach does not explain why it should be women who constitute the reserve army if it is simply taken for granted that women's primary role is a domestic one and that this renders them marginal in the wage economy.

Women's domestic work is taken as a personal service to a male head of household. He effectively appropriates her whole person and the labour she embodies, so that work she does is potentially limitless and depends on his requirements. Hence, housework has no fixed job description; it does not directly involve the exchange of a set number of hours or an agreed amount of work in return. The maintenance a wife receives is not related to the work she does, but is determined by her husband's income and his generosity. The direct appropriation and non-exchange of women's labour is particularly clear when a wife is also in employment, earning enough to meet her own maintenance costs, but is still expected to do the housework. In this situation, men can be considered a class of exploiters while women are the exploited class.

Apart from the domestic labour debate, reproductive work is a natural sexual division of labour which is also exploitative. Motherhood roles limit women's roles. Subordination reduced to

women's reproductive roles. World's defeat of the female sex occurred with the rise of private property and the establishment of men's right to pass on property to their heirs and hence monopolise individual women's reproductive capacities. Since the 1980s, there has been a transition from materialist analysis of such things as housework and labour markets in favour of a focus on language, discourse and representation. Clamour of critique grew in the 1980s and it became abundantly clear that 'women' was not, and could not be, a unitary category, and that any theory attempting to distill women's subordination into a single explanation was doomed to exclude the experiences of the majority of the female population.

The Feminist Theory is adopted as a policy framework through which the researcher can improve understanding on the root causes of gender inequalities in women's labour activities, socio-economic status and household decision-making power in the villages of Mundemba Sub-division and suggest appropriate strategies to bridge the gap within the context of rural settlements in Mundemba Sub-division. The Theory provides a basis for arguments on the factors responsible for biases in gender division of labour and household decision-making and it contributes to the recommendations proposed in the study which can go a long way to reduce inequalities and empower the rural women in the study area.

0.9 DEFINITION OF CONCEPTS

This section defines and explains relevant concepts used in the work.

0.9.1 Gender

The notion of gender derived its origin from what the Anglo-Americans call Gender studies. It constitutes a vast field of study on the relationship between men and women in society. It developed in 1970 in American universities and has been progressively institutionalized in other universities through the following designations.

According to the UN source, gender refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men². These attributes, opportunities and relationships are socially constructed and are learned through socialization.

2WWW.un.org/womenwatch/osagi/concepts and definitions.htm.

They are contextually time-specific and changeable. It also pertains to power relations in the society and determines what is expected, allowed and valued in a woman or a man in a given context.

Gender also refers to the qualitative and independent character of a woman's and man's position in society. Gender relations are constituted in terms of the relations of power and dominance that structure the life chances of women and men. The relationship between men and women are socially constituted and are not derived biologically.

Gender is defined as the economic, social, political and cultural attributes and opportunities associated with being male and female³.

Gender roles are learned behaviours in a given society, community or other social group. They condition which activities, tasks and responsibilities are perceived as appropriate to males and females respectively. Gender roles are affected by age, socio-economic class, race/ethnicity, religion, and the geographical, economic, political and cultural environment. Gender relations are also relations of power which affect who can access and control tangible and intangible resources.

Changes in gender roles often occur in response to changing economic, natural or political circumstances including development efforts, structural adjustment, or other nationally or internationally based forces. The gender roles within a given social context may be flexible or rigid, similar or different, and complementary or conflicting. Both women and men are involved to differing degrees and in different ways in reproductive, productive and community management activities and play roles within social and political groups. Their involvement in each activity reflects the gender division of labour in a particular place at a particular time. The gender division of labour must be reflected in gender analysis⁴.

Gender relations have an effect on every aspect of employment, working conditions, social protection, representation and voice at work; this is why gender is called a cross-cutting issue in the world of work (Woronuik et al., 1997). The disparity in the area between women and men in terms of their levels of participation, access to resources, rights, power and influence,

³ WORONUİK, Beth, Helen Thomas and Johana Schalkivkyk; *Gender, its Meaning and Uses-A Think Piece*, Department for Policy and Legal Service, SIDA, May 1997.

⁴ Ibid pg89

remuneration or benefits is called the gender gap. Of particular relevance to gender equality at work is the gender pay gap, and the disparity between the average earnings of men and women. Gender gaps are also evident in access to employment, education and vocational training, and meaningful participation in representative social dialogue institutions⁵.

Gender is a transformational concept which seeks to make visible patterns of inequality between women and men. It describes the social differences between women and men which are based on socially defined ideas and beliefs of what it means to be a woman and a man [or a boy and a girl]. It provides a means of exploring and examining the different roles of women and men, the unequal values assigned to these roles and the perceptions women and men hold of one another. It offers us a dynamic opportunity to make meaningful changes in our lives and relationships.

0.9.2 Division of Labour

It is the sharing of work. It means giving different kinds of work to different people in the hope that the production process will be more efficient. In this study, it is the division in the various market and non-market activities [or productive and reproductive activities] carried out by members of rural households.

0.9.3 Decision-making

The process of thinking or discussing an issue and coming to a conclusion about it. In households, it is the process used to determine how to allocate and manage resources. It involves all the stages, consulting role or advice-giving, execution role as well as disagreement with decisions made.

0.9.4 Empowerment

The process of awareness and human capacity building leads to greater participation, decision-making power and control over one's life or situation. It is the ability to be respected, to make decisions and be listened to by others.

⁵ Ibid pg89-90

0.9.5 Household

A group of persons, with kinship relations, sharing a residential accommodation and responsibilities for the production and consumption within the household

0.9.6 Market Activities

These are occupations with monetary value ascribed to them, as a consequence of interactions between producers and consumers in the marketplace. In this text, market activities are activities that are rewarded in cash including food and traditional cash crop farming.

0.9.7 Non-market Activities

Activities not rewarded in cash that was also known as reproductive activities, for example, household work performed by members of the household to meet the basic survival needs of the family.

0.9.8 Rural

It denotes the countryside, which is mainly agricultural and/ or pastoral, lacking facilities such as a good road network, pipe-borne water and higher institutions of learning.

0.9.9 Gender Mainstreaming

Gender mainstreaming is defined as the systematic integration of the needs, concerns and priorities of men and women into the participation in decision-making and development. It is an organizational strategy to bring a gender perspective to all aspects of an institution's policy and activities through building gender capacity and accountability⁶.

In other words, gender mainstreaming is the process of accessing and addressing the implications of policies, legislations and social programs on women and men [irrespective of class, location, etc.]. To ensure gender equality, this strategy seeks to incorporate the concerns of women and men in all the areas of society [political, social, and economic] through all the modes of policy-making and implementation.

⁶ HAZEL Reeves SALLY Baden ; *Gender and Development ; Concepts and Definitions*, Department for International Development [DFID], BRIDGE development-gender, report No 55, February 2000.

The 1970s strategies of integrating women into decision-making and development by establishing separate women's units or programs within the state and development institutions had made slow progress by the mid-1980s. In light of this, the need was identified for broader institutional change if the pervasive male advantage was to be challenged. Adding women-specific activities at the margin was no longer seen as sufficient.

With a mainstreaming strategy, gender concerns are seen as important to all aspects of development, for all sectors and areas of activity, and a fundamental part of the planning process. Responsibility for the implementation of gender policy is diffused across the organizational structure, rather than concentrated in small units.

0.10 LITERATURE REVIEW

This section is presented into review themes culled from the objectives of the study, namely, gender segregation of labour activities in rural areas, household decision-making processes, influence of women's labour activities on household decision-making and determinants of household decision-making power. The publications are reviewed and linked to the interests of current study.

Sikod (2007) studied gender division of labour and women's decision-making power in rural households of Cameroon. His study reveals that in the household, men and women are involved in different activities to ensure the availability of goods and services for the family consumption and well-being. Although these activities may be different, they have a special connectedness and are usually a source of conflict amongst couples.

The study notes a glaring disparity in market and non-market activities along gender lines. The study notes that the gender division of labour in the rural settlements of Cameroon is being sustained by gender-neutral and gender-biased allocation of roles as the case with cooking, cleaning, fetching wood and water amongst others being ascribed to women; socio-cultural socialisation rather than any careful analysis of comparative advantage on which sex should handle which activity; age/seniority, culture, kinship, descent, education, status and marriage.

In the case of agriculture, there is strong division of farming labour by sex and by type of crops. The men farm cash crops like cocoa and coffee while the women farm what the family

consumes, hence the appellation subsistence farming. Although what the woman's farms is crucial to the survival of the household, only the excesses are sold, thus giving the woman a limited control over the ability to buy what she does not produce. Sikod's study also reveals that in most rural areas of Cameroon, women are incorporating a market-oriented dimension to their farming activities which is an improvement from years before when food crop farming was almost exclusively for household consumption. This additional focus on food crop farming, especially by women, is mainly as a result of the need to supplement household incomes following the drop in salaries which came as a result of the economic crisis in Cameroon and many other African countries in the 1980s.

Sikod's (2007) study is of particular importance to the current study as it provides baseline indicators to examine the objectives. However, the author used secondary data and an economist approach (international trade theory of competitive advantage) in his analysis of biases related to gender distribution of labour meanwhile the current study will base analysis on empirical data generation and the social capital and feminist theories.

An empirical survey by Ngome (2003) on gender distribution of labour activities amongst rural households in Mbalangi, Ediki and Mabonji villages of Meme Division in Cameroon adds that women are not given the opportunities to compete with men for certain jobs, even if women may do the jobs better than men. Women's activities such as cooking, fetching water, food processing, washing of children's clothes and subsistence agriculture amongst others are outside the cash economy and concentrated around the confines of the home.

Though the study noted greater parity between men and women involvement in subsistence farming, the majority of women were found to be small holders producing on a very small scale and relatively unaffected by developments in the use of improved tools and seeds and yields are highly determined by the weather. The study argues that this gender segregation of labour activities is one that constrains development since it limits women's ability or potential. The current study will equally consider the range of domestic activities used by this author in investigating women' and men's involvement in domestic activities in the rural settlements of Mundemba.

An empirical study on agricultural contributions of rural women to livelihood and food security in Ngendzen Mbam village of Nkum Sub-division, Bui Division by Ngah (2015) reveals that

women in the area mainly depend on subsistence agriculture for their survival (71% involvement) while only a minority (29%) combine small scale businesses to their agriculture unlike the men who depended on cash cropping. Unfortunately, Ngah notes that for the rural women here, agriculture consumes a lot of time, from mornings till evening, but accepted it offers them some economic gains. The time-consuming agriculture acts as a constraint to the women involvement in other income generating activities. The women only sell their agricultural products (corn, potatoes, beans and groundnuts) to get basic family needs such as food stuff they do not produce like rice and sanitararies. He adds that some of the women are embracing other activities besides farming because they lack access to land or cannot afford the extra costs of renting a piece of land.

The current study also takes a keen interest in understanding women's involvement in agriculture (both subsistence and cash crop farming), in other market or non-farm activities like petty trading and other small-scale industries and to understand the on-going dynamics witnessed in women's labour activities. In terms of research methods, the present study adopts the use of observations and interviews used in this study in understanding prevailing gender distribution of labour activities and the impacts.

Holmboe-Ottesen (2011) studied gender division of labour in food production and decision-making power and impact on household food security and child nutrition in rural Rukwa, Tanzania using a cross-sectional survey in 152 villages in Msanzi region. The fathers and mothers of each household were interviewed separately and a randomly selected child of less than 5 years was chosen in each home to assess weight, height and age to determine the nutrition status. The study reveals that both men and women participated in agricultural activities but women worked more days in the field than men. All activities were done by men and women except for ploughing which was a man's work. Women worked very hard particularly in the work of weeding which is the longest and tiring activity. In addition, women worked more in subsistence crops compared to the men. Though most activities are done by both men and women, data showed that women worked longer in most activities than their male counterparts. In land clearing, women had a median day of 1.5 days more than men. In hoeing and planting, men and women were contributing more or less the same and there was no significant difference between their contributions. In addition, more than 50% of the sampled rural women reported

that they had to take permission to go to the hospital, visit relatives and attend social functions or to go to the market. Thus, women enjoy limited autonomy in deciding about their movement outside the home. However, the degree of freedom also depends upon the age of women and her position in the family. The current study will consider gender involvement in agriculture but will go beyond to investigate gender dimensions in other labour activities.

Park and Goreham (2017) studied changes in rural Korean couples' decision-making patterns using a longitudinal research design of 1,870 rural Korean farm- and non-farm households in 2000, 2005 and 2009. The study argues that men and women in most parts of the world experience a socially determined division of work roles and that these socially constructed roles are often unequal in power and decision-making, in control over assets and events, in freedom of action and in ownership of resources. Yet in many industrialized countries over the last few decades both men and women are involved in all types of family life tasks.

In South Korea, Park and Goreham experience that gender division of household labour activities appears to be changing dramatically owing to modernisation, industrialisation and economic development. They note that Korea has generally witnessed an increasing number of women entering the labour force. In rural areas of the country, the division of labour has changed less dramatically for farm wives even though many farm families rely on wives' labour to manage their farms. Simultaneously, there has been an increase in the number of small businesses run by farm wives, either individually or as members of cooperatives. Many farm wives are engaging in off-farm employment to supplement their family income but generally the men remain bread winners and the women home makers. Women's roles in agriculture and family life are only seen as supportive, even though more and more of them are labour force participants and substantial contributors to the farm and family income. The current study will investigate the gender division of labour activities in the rural settlements of Mundemba from the perspective of understanding the dynamics or shifts experienced over time.

Drawing from a previous empirical study and review of literature, Sikod's (2007) study concludes that decision-making within households in Cameroon has to do much with bargaining and that this bargaining depends on endowments. Incidentally these endowments usually require conflicts in bargaining power. In addition, Sikod's study explains that household decision-making amongst rural households in the country tends to revolve around food preparation

(feeding) decisions, crops to be grown, allocation of tasks, family planning/size, children's education, children's clothes, household expenditure, place of residence, children's marriage and land purchase.

Women dominate in food preparation, children's clothing and subsistence farming, though subsistence farming showed much parity with men involvement. Men, on their part, dominated household expenditure, land purchase, children's education, children's marriage, family planning and allocation of tasks. The current study takes the idea of bargaining into the investigations of the nature of household decision-making in the rural areas of Mundemba by integrating the idea of men and women consultation in decision making as well as nature of conflicts in the decision-making process. In addition, other indicators like family planning and feeding decision-making will all be integrated to understand household decision-making in the present study context.

Titus, Sengupta, and Madan (2017) adopted an interpretative phenomenological analysis (participant observation) to understand the woman as a decision-maker in India, both at home and outside. The study investigated women's decision-making in terms of their involvement and predisposition displayed with involvement being qualified in a high to low continuum whilst predisposition is stated as cognitive or affective. Women's decisions about their career, choice of mate/life partner, about home, marriage and children amongst others were all part of the indicators considered by the researchers. The findings revealed that the women in India generally needed to get their decisions ratified by their husbands and sometimes even by their family/parents regarding their choice of career, regarding their children and purchasing decisions amongst others. Hence, the women are found to always balance their decisions with the need for approval or ratification. This balancing act is often difficult as many times it is between what is rational and what is not or what is right and what is not and many times women may have to sacrifice their interests in the interest of the children, home or family. This study has been important because it revealed the importance of direct observations in understanding the subject matter while equally revealing a range of household decision-making indicators the researcher could adopt and analyse in the present context of the Mundemba sub-division.

Santos, Fletschner, and Savath (2014) undertook an intra-household analysis of access and control over land resources in northern Rwanda. The study reveals that, in Rwanda, women's involvement in land-related decisions (usage, sales, expenditures, savings, lease and inheritance)

at the household level varies considerably with their marital status, age, husband's knowledge of women's rights to land and community-level perceptions of the extent to which women's land rights are mediated by their husbands and kin. The findings also show that women have very limited say when it comes to bequeathing land. Thus, the study concludes that women have considerably less decision-making authority than their husbands.

Santos et al., went further to say that the gender gap is particularly alarming when one considers who in the household decides how land will be bequeathed. Husbands are more typically entrusted with the power to bequeath land. They are more likely to benefit from the long-term security and benefits that accrue from the current and future loyalty of the perceived heirs. Women may find themselves in a vulnerable position since their rights to continuous access of households' land can depend on their husband's good will, the strength of their marriage and their husbands staying alive. The current study has integrated rural women's involvement in the management of family properties as one of the indicators of women's household decision-making power.

In a survey (2,892 households with use of a household and an individual questionnaire) on asset ownership and egalitarian decision-making in dual-headed households in Ecuador, Deere and Twyman (2012) reveal that men dominated household decision-making on labour activities while the women also surprisingly perceived they made joint labour act decisions. Most women reported that they asked for permission or that the decision on whether or not they worked was made by their partners or another person (5%). On spending income decisions such as conditional cash transfer or other non-labour income, a much higher share of women (29%) reported that they themselves alone make this decision as compared to men (19%). But men more frequently than women reported that they made the decision alone over a portion of their income and jointly over another portion (15% vs. 10%). 7% of the women as compared to only 1% of men reported that this decision was not applicable because they did not earn or receive any income. In the majority of households, these decisions were done jointly.

With respect to health care decision-making, a slightly higher share of women than men (43% vs. 39%) reported that they themselves alone made the decision on whether to seek health care for themselves; the majority of both men and women reported making decisions jointly. Also, the great majority of both men and women reported that they make the decision on whether or not to

use family planning or contraceptives jointly, although women more frequently reported that they made this decision alone (24%) than did men (13%). The survey revealed that joint decision-making appears to be the norm in Ecuador and that women in Ecuador are more likely than their male partners to make decisions on their own, except for health decision-making where there is parity.

The idea of autonomous and joint decision-making are captured in the present study with indicators like women's ability to initiate household decisions, consultations between husbands and wives, joint implementation of household decisions and joint management of household properties. Moreover, this review focuses more on various dimensions of household decision-making while the current study goes further to consider the entire stages of the decision-making process, beginning from ideal initiation to implementation.

The study of Park and Goreham (2017) explain that there is more joint decision-making on the dimension of agricultural work as well as more joint decision-making on the dimensions of family life and domestic work in rural areas of South Korea. Joint decision-making amongst rural farm couples showed movement from the generally husband toward the together levels on the agricultural work and family life dimensions, whereas these levels for rural non-farm couples remained relatively stable, although higher than those of the rural farm couples.

Joint decision-making in the domestic work dimensions remained nearly unchanged at the generally husband level for both rural farm and rural non-farm couples. Rural wives may use their on-farm labour and economic activities to control decision-making over both farm work and family resources. With the exception of associating with relatives and deciding on donations, rural couples practiced joint decision-making in family life. From a patriarchal Korean cultural perspective, this finding may be explained by wives' relationships with their in-laws. Couples' decision-making will likely become more shared as women's roles and economic activities develop further and as men's attitudes change regarding gender roles.

For domestic work, the survey found that rural non-farm husbands' participation in domestic decision-making remained relatively unchanged even though they slightly increased their decision-making involvement in childcare and house cleaning. Traditionally, family and domestic labour were the domains of women, whereas agricultural work was the domain of men but today men and women decision-making over these aspects are becoming egalitarian,

although the shifts are gradual and subtle. The current study takes interest to understand the dynamics in joint and autonomous household decision-making indicators from the perspective of the women though it will integrate men's perceptions in the analysis.

Enete and Amusa (2010) studied the determinants of women's contribution to farming decisions in cocoa based agro-forestry households in Ekiti State, Nigeria and, note that men have continued to dominate farm decision-making, even in areas where women are the largest providers of farm labour. This could be counter-productive, because there is bound to be conflict. They add that participation in decision-making in domestic activities reveals that farm women play a significant role in decision-making related to domestic affairs. Generally, in matters like decoration of house, purchase of domestic goods and making of *Chullal Chakki* amongst others, it is the women in the household who take the main decisions. But in matters related to the construction of new house, in <50% cases decision is taken with consent of female members of the house. The extent of participation of women in case of matters related to education of children, child school functions and others, women and child development programmes was not so high.

As regards participation in money-related matters, participation of the women in household decision-making here is much less. Only 1/3 women respondents said that their advice is listened to in money related matters such as buying and selling of different items, taking debts for domestic needs and expenditure on different item and insurance and investment matters. Another 1/3 respondent said that they are consulted to some extent and only 5% women take decision independently on these matters. These women belong to families in which women are heads of the family or the male member is working outside the village. For agricultural decisions such as purchase of agricultural implements like seeds, fertilizers and insecticides, most decisions are taken by male members. The women in the study area do not enjoy a high degree of autonomy in decision-making in the family in spite of their significant contribution to economic activities. current study equally integrates indicators from this study to help understand the nature of household decision-making in the rural areas of Mundemba.

Holmboe-Ottesen (2011) interviewed husbands and wives separately in his survey in rural Rukwa in Tanzania and found that most decisions were taken jointly by father and mother or by father alone. In the activities concerning cultivation, especially the preparation of land, when to

plant and when to harvest, it was observed that most husbands seem to be deciding alone in these activities though in deciding what crops to grow 40% of women mentioned that it is the husband who decide while most husbands were of the opinion that it is both of them. In activities of food preparation (when to cook and what to eat) and beer brew, the decision was observed to be mostly of the women alone. The money which a woman gets from the beer brew was observed to be kept by her. 90% of the women who brew beer mentioned that the money they get from beer they keep by themselves but according to men's answer 31.8% of them mentioned that they also keep this money. Decision to buy food was found to be rarely of the woman alone. The decision was mostly taken by both husband and wife jointly together, though 21.8% of men mentioned that they decide alone while 32.4% of the women mentioned that they are the ones who decide. For child medical treatment and schooling, the household decision making was mainly joint, in consent between husbands and wives. This study provides important indicators for investigating the nature of household decision making in the rural settlements of Mundemba Sub-division. Involvement of women in the management of family properties and affairs (including agriculture) and extent of joint decision-making (especially when it comes to consultation between husbands and wives and in terms of joint implementation) are all integrated in the present study.

Going by local studies by Ngome (2003) and Sikod (2007), gender involvement in market and non-market activities or formal and informal activities are particularly important because money income confers power on people. Thus, in a household where women command some money income, it gives them some say in decision-making in their respective homes. Decision-making within households has to do with bargaining and what determine the bargaining partner of the couples is their endowments which are not necessarily natural but a social or human product. These have often led to the allocation of inefficiencies, especially in labour and other resources that are labour enhancing and impacting on development negatively. The present study goes further to analyse the relationship between labour activities and earnings on women's household decision-making power using inferential statistical tests rather than using only a qualitative or descriptive approach.

Daplah (2013) studied power dynamics in household decision-making in Africa using secondary data on women's decision-making in the household. The study notes that occupational

segregation has little effect on improving women's decision-making power because of occupational inequalities which discriminates against women. Thus, in such a situation, both occupation and education, two crucial components of the structuralist perspectives practically become ineffective than resource contribution, occupation and seniority. The author argues that education can be a determinant of occupation and resource endowments. This study will measure the impacts of women's occupational activities on their decision-making power to determine whether the influence is weak as postulated by this study or strong.

PART I

DESCRIPTION OF THE STUDY AREA IN THE MUNDEMBA SUBDIVISION

CHAPTER I

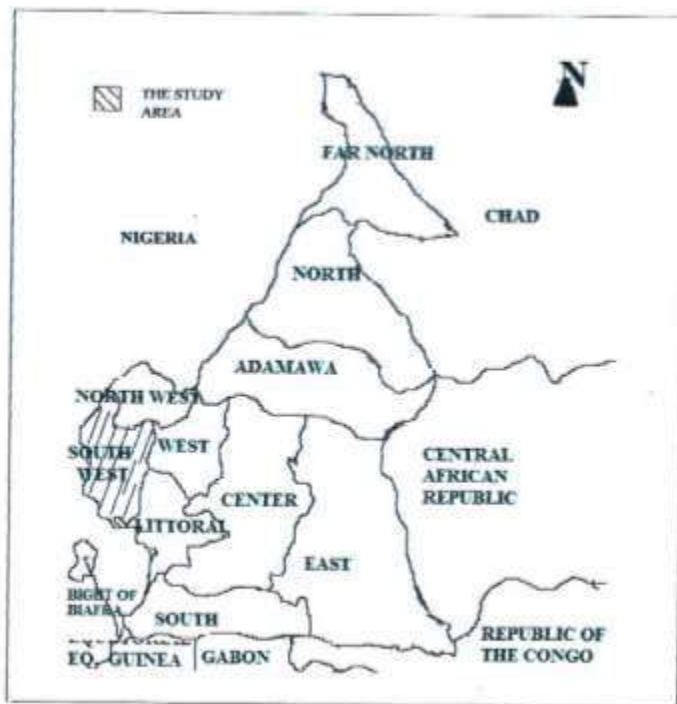
BACKGROUND OF THE STUDY AREA

1.2 The Background of the Study Area

This study area set out to create a platform on which the rest of this dissertation will be grounded. It aims at providing a geographical and socio-economic framework about the study setting in Mundemba Sub-division. It will briefly present the historical background of these six villages, their political structures, economic activities and socio-cultural activities.

1.2.1 Geographical Location

Mudemba falls between latitude $4^{\circ}60^1$ and $5^{\circ}25^1$ North of the Equator and on longitude $8^{\circ}40^1$ and $9^{\circ}20^1$ East of the Greenwich Meridian⁷. Mundemba shares common borders with Eyumojock in the North, Isangele and Ekondo Titi in the South, Toko, Konye and Dikome-Balue in the East and Nigeria in the West.



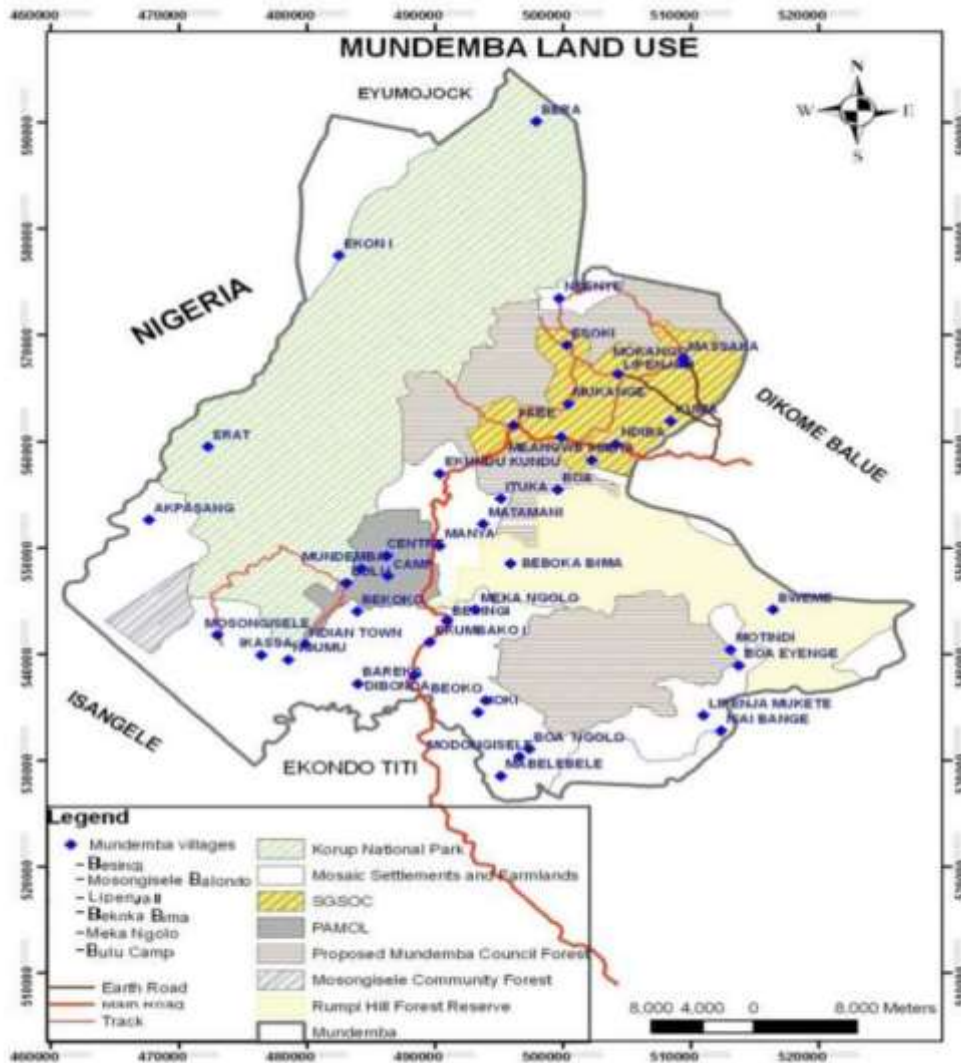
SOURCE: Carr F.B: Assessment Report on tribal areas of Ngala – Batanga.

1923.

Map 1: Map of Cameroon and The South West Region

⁷ PAID-WA. *Zone study Report for Mundemba Sub-Division*. Buea, 1992, pg6.

Map 2: The Map of Mundemba Representing the six villages



Source: The Mundemba Communal Development Plan-CDP (2012)

1.2.2 Climate

Mundemba has an equatorial climate with two main seasons: the dry and the wet seasons. The dry season is usually very short and runs from November to February while the wet season is long and goes from March to October (Source: PAMOL weather station).

1.2.3 Soils

The soils in these areas vary from place to place. In the hilly areas of the Mundemba Sub-division, soils range from very rich tenacious clay laterite to loamy and in the lowlands, that is mainly the coastal area, sandy loam soils which are acidic and low in nutrients are dominant. This is due to the periodic flooding and constant erosion. The highlands have soils that are a mixture of sand and stones. (Source: Mundemba Monographic Studies, 2010).

1.2.4 Relief

The relief is composed of a stretch of hilly topography. It is made of gentle slopes gradually increasing as we go from the Southwest coast of river Ndian to the undulating slopes of the Rumpi Hills forest reserve in the Southwest stretching right up to Mundemba Sub-division. Another stretch of undulating hilly topography is found in the Southeast of Mundemba, around the northern part of the Rumpi forest reserve. The proposed Mundemba forest is relatively flat with dotted areas of undulating gentle slopes. The highest point here is a hill with an altitude of 505m (Source: Mundemba Monographic Study, 2010).

1.2.5 Vegetation

The forest is part of the Atlantic Biafran Refugia as described by Letouzey (2010). The Mundemba forest is moist lowland evergreen forest rich in cesalpiniaceae. The forest is quite dense and virgin with frequently encountered species including Bubinga, Moabi, Iroko, Bilinga, Poga, Azobe, Ekop Naga, Tali, Okan, Framire and Dabema. Other occurring species are Ilomba, Niova, Padouk, Movingui, Aiele and several others less utilized timber species. The forest area also contains a variety of non-timber forest products (NTFPs) of high economic value such as bush mango, njansang, bush onion, bush pepper, bitter kola, eru, shell nuts and several others with less economic potentials (Source: Mundemba Socio-Economic Studies, 2010).

1.3. The Origin and Migration of People from these Villages

People from these villages are said to have originated from the Congo Basin and migrated to the Coastal Region of Mundemba Sub-division. They moved through Bateka, Isangele and then to their present sites around Mundemba in Ndian Division. The main factor which provoked their migration from the Congo Basin was an increased in population by the 19th century, which led to pressures on land. Their movement from Bateka through Isangele to Mundemba is said to have been precipitated by the fact that many years ago a Portuguese explorer arrived Bateka at the time the natives were performing their traditional “*Dioh*” dance festival. It was the first time people ever saw a white man. As such, some people took the white stranger for a chronic leprosy patient. Others took him for a bad spirit thus in confusion and panic, the people could not tolerate the presence of the visitor and so he was murdered. His corpse was thrown into the sea. After some days, the water waves brought it back offshore and the people became frightened by this unusual scene and eventually took it for a bad omen. This situation provided enough reason for their migration from Bateka, Isangele to Mundemba, and to other villages that made up Ndian Division.⁸

1.3.1 Political Institutions

The political institutions of these villages are organized in such a way that at the head of each community, there is a chief followed by an assistant who takes care of the village affairs. There is also the *Mowmboka* who was in charge of the secret life of the village. Finally, there is also *Nyamboka* who was in charge mostly of the women affairs of the village.

1.3.2 Economic Institutions [Agriculture]

Agriculture is a principal activity in these areas. Every woman in society is a farmer. Their husbands equally assist the women in the clearing. Farming is done on a purely subsistence basis with the use of rudimentary tools. The process of preparing the farms for planting involves both men and women. The men do the clearing while the rest of the work is done by women from tilling to planting. The crops grown are coco-yam, plantains, palm nuts, cabbage, cocoa, coffee, pepper, and cassava. The staple foods are coco-yam, plantains and maize. Coco-yams and

⁸ Edmond, Nofuru; ‘*Know the Oroko ethnic group*’ [np.nd], p10.

yams are grown in the forest areas of Ilondo and Ikoti. The coco-yams are harvested and sold to women who have them as their business. This has been one of the main sources of income for these village women. In a time of shortage, the coco-yams are bought from Toko and then sold at a higher rate to those women who carry it to Mundemba and even to Ekondo Titi. Other tubers such as yams are consumed locally. This is because they are not produced on a large scale.

Cereals are also produced in these villages. These include maize, groundnuts, beans and soya bean. Amongst these cereals the most economically valuable one is maize. Maize is dried and sold to places out of the subdivision. Concerning cash crops, the most common in these areas are cocoa, palm kernels and coffee. The Toko people depend much on cocoa and coffee for their economic survival. The cocoa and coffee are harvested, dried and sold out of Toko. Bulu highly depends on palm oil production.

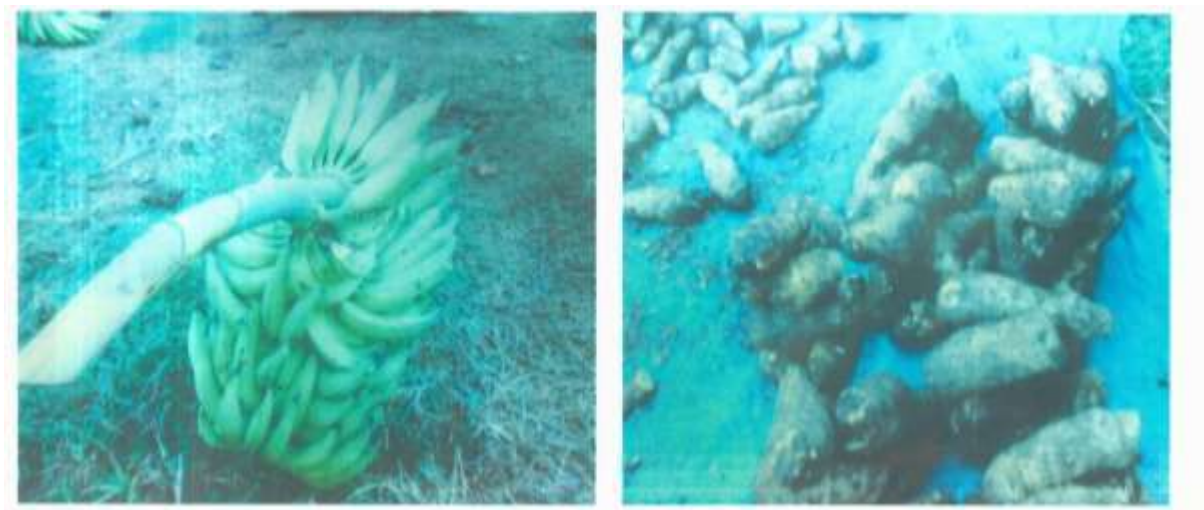


Photo 1: Indicating a bunch of plantain and cocoyam's produced in Mundemba.

Source: Fieldwork, 2020

1.3.3 Social Belief System

Before the colonial era, the people of this area believed in animism, that is the worship of idols or supernatural beings. At this time the supernatural forces that were worshipped acted as an intermediary between these people and their ancestors. The ancestors were responsible for peace and stability in the villages and they largely influence agricultural productivity and other

economic activities. It is also held that if someone went contrary to the cultural norms of society, he/ she is to be punished by the gods.

It was also believed that they needed to perform certain rituals every month to appease the gods and maintain stability in the community. For example, if crops were attacked by insects and pests, there was going to be a poor harvest during that month. To have a good harvest, they needed to perform certain rituals to appease the gods. The ritual could take the form of an animal or a human being depending on the gravity of the situation.

In addition, they also believed strongly in the worship of 'jujus'. For example, if a man belongs to the *Etana* cult and commits a crime against their god or exposed the secrets of the society to a non-member, it was believed that the man will disappear in the air and never be seen by his family members. It is also believed that when some members died, their male children were to replace them in the society. It is very important to know that their gods had powers to reward and to punish people in the different communities. It is also believed that there is a traditional court whereby the chief is the head followed by seven elders including the high priest where matters were handled and judged probably.

With the coming of Christianity, these traditional forms of worship were gradually being abandoned. Christianity introduced the notion of a Supreme Being and the people who believed in this doctrine had to abandon their traditional gods in favour of Christianity. Sacrifices were now tilted towards the Supreme God and not towards ancestral worship.

CHAPTER II

THE MARKET AND NON-MARKET ACTIVITIES CARRIED OUT BY MEN AND WOMEN IN RURAL HOUSEHOLDS OF THE MUNDEMBA SUB-DIVISION

Objective one examines the domestic (non-market) and income generating (market) labour activities of men and women in the study area. The sampled women reported their individual domestic activities they do and were also asked to mention the domestic activities performed by their respective husbands or partners. Figure 1 reveals that for domestic activities in the study area, women dominated subsistence farming (Photo 4.1a, page 56) with 51%, followed by cooking with 24% and laundry with 10%. The women dominate subsistence farming because the men tend to be more interested in commercial agriculture (cash cropping).

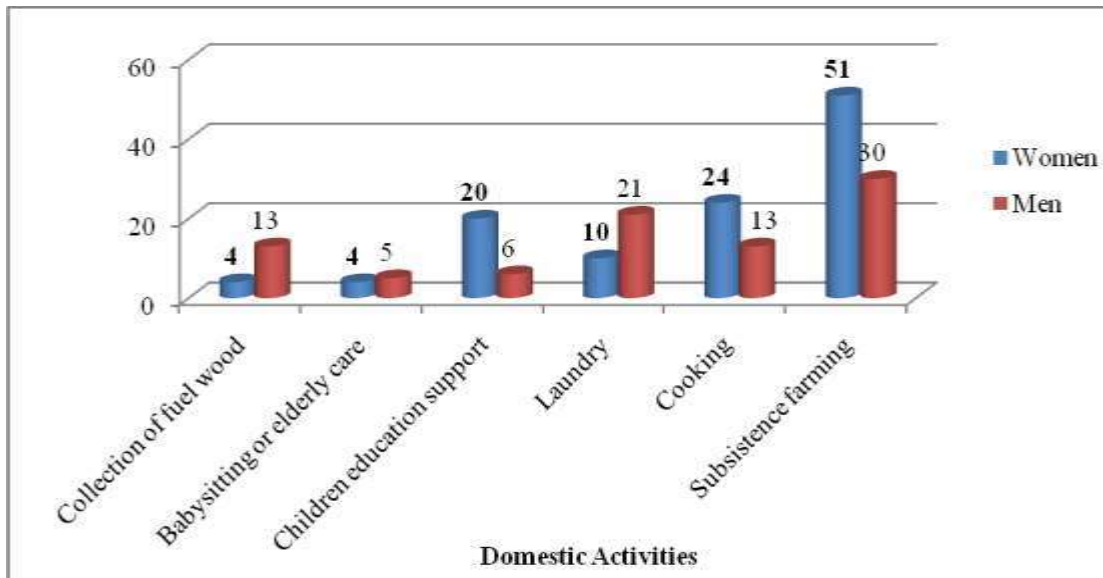


Figure 1: Bar chart depicting involvement of men and women in domestic/care-giving activities

Source: Field work, 2020

As reported by the women (wives), the men in the study area are also involved in all the domestic labour activities especially subsistence farming (30%); laundry (21%); and children's education support comprising of taking children to school and fetching them from school, assisting them with take home assignments and paying for their school needs (20%).

Table 2: Test of association or equality of proportions between women and men income generating activities in the rural areas of Mundemba

Women's income generating activities	Statistics	Husband's income generating activities					Total
		Cash crop farming	Petty Trading/ Business	Hunting	PAMOL worker	Construction/ vocational	
Private cash crop farming	n	23	6	0	2	5	36
	%	9.5	2.5	0.0	0.8	2.1	14.9
Petty Trading/ Business	n	23	53	4	13	18	111
	%	9.5	21.9	1.7	5.4	7.4	45.9
PAMOL Worker (cash cropping with PAMOL)	n	4	0	1	18	0	23
	%	1.7	0.0	0.4	7.4	0.0	9.5
Vocational activities	n	10	21	2	6	11	50
	%	4.1	8.7	0.8	2.5	4.5	20.7
Teaching	n	8	4	0	0	10	22
	%	3.3	1.7	0.0	0.0	4.1	9.1
Total	n	68	84	7	39	44	242
	%	28.1	34.7	2.9	16.1	18.2	100.0

Cramer's V=0.352; P-Value=0.000

Source: Field work, 2020

Results in Figure 2 and Table 2 present the gender division of income generating labour activities in the study area. For PAMOL workers and private cash crop producers, the men provided a greater proportion while for vocational activities like tailoring, hair dressing and local restaurants as well as petty trading, the women had a greater proportion to the men. All domestic activities in the study area involve both men and women while for income activities there is stricter segregation as teaching is mainly a female income activity while hunting and construction vocational activity are dominantly male-driven activities. Photos 2 (2a, 2b, 2c) illustrate some of the labour activities in the study area. Photo (2a) shows the Subsistence farming plantains, Photo (2b) shows the Sale of plantains while photo (2c) shows the marketing and sale of fresh vegetables in the local market.

Photo (3a) shows the marketing of food stuffs like dried pepper, onions and tomatoes while photo (3b) showing the marketing of food stuffs like 'Bush Mango' seeds and njangsang. Photo 4 shows women involvement in petty businesses at the market while Photo 5 shows male involvement in the sale of cow meat.

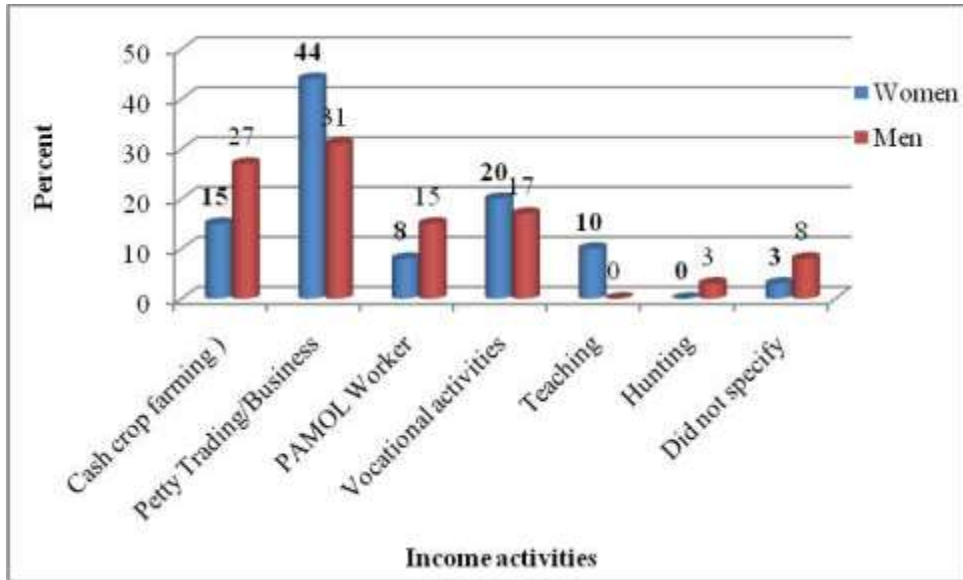


Figure 2: Bar chart depicting involvement of men and women in income generating activities

Source: Field work, 2020



(a) Subsistence farming

(b) Sale of plantains

(c) Sale of fresh vegetables

Photo 2: Subsistence farming and sales of excess produce in the markets

Source: Field work, 2020



(a) Food stuffs like dried pepper, onions and tomatoes (b) Food stuffs like 'Bush Mango' seeds and njangsang
Photo 3: Women involvement in petty trading

Source: Field work, 2020



Photo 4: Women involvement in petty businesses at the market

Source: Field work, 2020



Photo 5: Male involvement in the sale of cow meat

Source: Field work, 2020

Categories of women in the rural households in the Mundemba sub-division includes, women who can read and write, women who can speak only the dialect, and women who do not go further in education.

In order to test hypothesis one that there are significant gender variations in labour activities in rural settlements of Mundemba Sub-division, the Cramer's V test was performed. The alternate hypothesis (H_1) states that 'there are significant gender variations in labour activities in rural settlements of Mundemba Sub-division while the null hypothesis (H_0) states that 'there are no significant gender variations in labour activities in rural settlements of Mundemba Sub-division.'

Results on Table 3 reveal that there is a statistically significant gender segregation in income generating activities in the rural areas of Mundemba ($P=0.000$) thereby accepting the H_1 of the study. This result is corroborated by Figure 3 which indicates that majority of the sampled men believe there are prevailing cultural norms segregating gender roles in the area.

Hence, despite the efforts of competent government ministries in the area, gender segregation in labour activities continues to abound as captured by the official of the Divisional Delegation of MINEPAT for Ndian who said 'despite upholding equal employment and financing opportunities to all sexes, gender inequality and male dominance is still a serious problem in the area.'

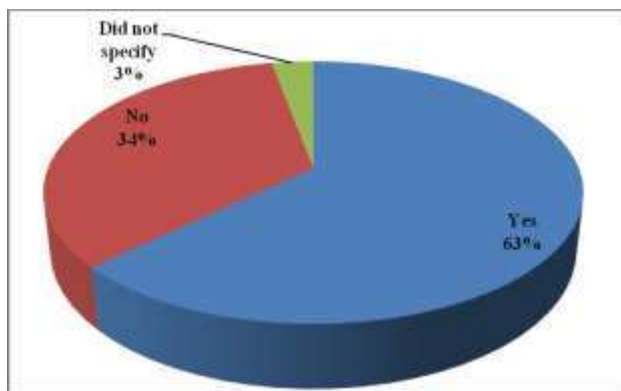


Figure 3: Pie chart depicting men's acceptance of whether there is prevalence of cultural segregation in gender roles in the area

Source: Field work, 2020

The sampled men provided their opinions about prevailing cultural norms on gender segregation of labour activities on Table 3. Results of the thematic content analysis thus reveal how cultural norms influence gender segregation of labour activities with men charged with house construction, land preparation and livestock farming, hunting, household expenses and household representatives or spokespersons while the women are into cooking, home management, subsistence farming and babysitting.

Table 3: Thematic analysis depicting the influence of cultural norms on gender segregation of labour activities as reported by the sampled men

Codes	Code descriptions	Number of responses	Some Quotations
House construction	Dominant men activity	15	‘Men have the responsibility to build a house for the family’ ‘The man is the head of the family so he is in charge of building a house for his family’
Agricultural production	Men involvement in livestock farming and preparation of farmlands while women do subsistence farming	27	‘The husband takes care of the livestock’ ‘Men have the responsibility of clearing the farm and getting it ready for the women to plant’ ‘The husband clears the farm while the wife comes to plant cocoyam and plantains’ ‘Women should do farm work’ ‘Women are the ones to cultivate food crops for the family’
Hunting	Dominant men activity	6	‘Men are to do the hunting not women’
Household expenses	Dominant men responsibility	12	‘The husband is supposed to pay the school fees of the children and also handle the hospital bills and house rents’ ‘The man is to pay for the medical bills of the family members’ ‘The education of the children is solely the responsibility of the man’ ‘A man is supposed to handle the finances of the family’
Household representative	Dominant men activity	3	‘The husband should attend family meetings on behalf of the family’
Cooking	Women are in charge of cooking while men are to assist in fuel wood provision	9	‘Women are supposed to cook for their husbands and children’ ‘Men are in charge of splitting the wood and the wife does the cooking’ ‘The husband handles the felling of trees in order to get fire wood so that the wife can use it to cook’
Babysitting	Dominant women activity	3	‘The wife takes care of the babies’

Home management	Dominant women activity	3	‘The wife is the manager of the house because they are like the care taker of the family’
Spouse support	Equal responsibility for both men and women	6	‘Men cater for their wives and children’ ‘A woman is supposed to support her husband’

Source: Field work, 2020

Looking at gender distribution of labour activities from the perspective of the sampled men, the study indicates men generally perceive women’s decision-making roles in the household as a far lesser priority when compared to the domestic care-giving activities for the family (30%) and to their husbands (12%) (Figure 4). The limited number of men (5%) who perceive children’s education support to be a woman’s activity can be explained by the fact that the social norm in the area is for the men to boss affairs of children’s education.

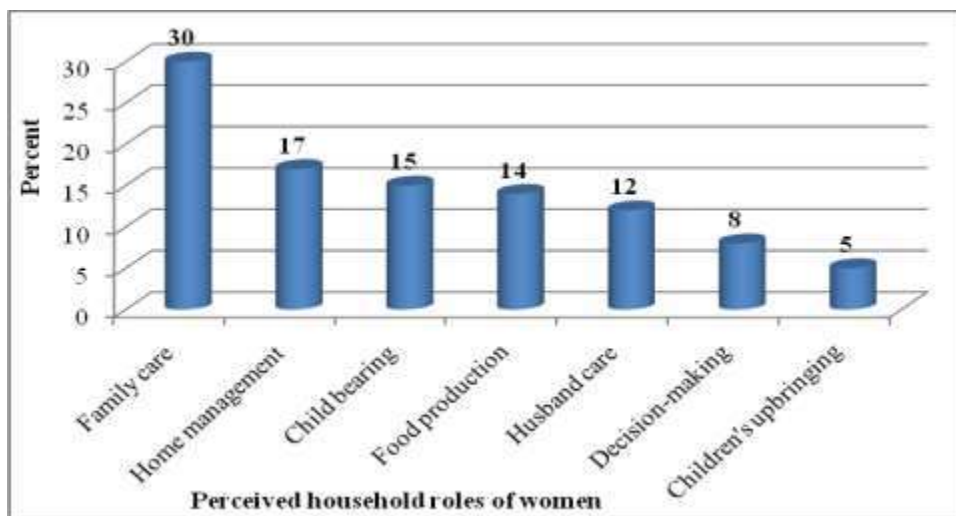


Figure 4: Bar chart distribution of men’s perceptions about the roles of women in the household

Source: Field work, 2020

The study investigated the influence of background (socio-demographic) indicators on the income generating activities of women and found significant associations. Hence, places of origin, marital status, marriage type and levels of schooling all have a bearing on the type of income generating activities the rural women are involved in (Table 4).

Table 4: Socio-demographic determinants of women’s income generating activities

Determinants (Independent	Women’s income	Tests of Association/	of Interpretations/Remarks
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variable)	activities (Dependent variable)	Equality of Proportions	
Place of origin	Income generating activities of women	Cramer's $V=0.358$; P-Value=0.000	With a P-Value <0.05, place of origin influences women's income activities. Natives dominate work in PAMOL and small scale vocational activities while migrants dominate in teaching and have a considerable proportion in cash cropping.
Marital status		Cramer's $V = 0.332$; P-Value = 0.000	Marital status influences women involvement in income activities. The married were mainly involved in cash cropping, PAMOL and teaching while those co-habiting are dominant in small scale vocational businesses and petty businesses.
Marriage type		Cramer's $V = 0.393$; P-Value = 0.000	Most women in monogamous marriages are involved in teaching while those in polygamous marriages dominate vocational activities and petty businesses.
Level of schooling		Chi Square (X^2) = 57.725; P-Value=0.000	Level of schooling equally determines involvement in income activities as those with higher educational attainment are involved in teaching while those with lower educational attainment are working with PAMOL, doing cash cropping and involved in vocational activities.

Source: Field work, 2020

Figure 5 presents the earnings and salaries the sampled women obtain from their income generating activities. Majority of the women (57%) earn below 40,000 FCFA per month and just 13% earn above 200,000 FCFA.

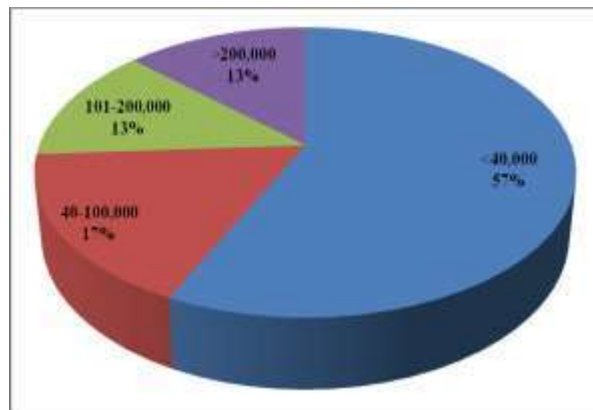


Figure 5: Pie chart distribution of women's average monthly earnings (in FCFA) from their economic activities

Source: Field work, 2020

Results on Table 5 indicate that there are significant variations (P-value=0.000) in women's average monthly income earnings from their various economic activities. Business operators earned the highest with 6.3% earning above 200,000 FCFA per month followed by teachers with 4.7%. However, the study revealed that business operators still dominated amongst earners of less than 40,000 FCFA per month (therefore some are even below the national minimum wage of 37,250 FCFA). By implication, business sizes (operating capital) and activities in the study area are highly diversified. The study also notes that women do not earn much from cash cropping and most working with PAMOL and doing vocational activities earned less than 40,000 FCFA per month.

Table 5: Women's average monthly earnings from their income activities

Income activities	Statistics	Women's average monthly earnings from activities (FCFA)				Total
		<40,000	40-100,000	101-200,000	>200,000	
Cash crop farming	n	12	10	8	4	34
	%	4.7	3.9	3.1	1.6	13.4
Petty Trading/ Business	n	70	22	8	16	116
	%	27.6	8.7	3.1	6.3	45.7
PAMOL Worker	n	14	6	2	0	22
	%	5.5	2.4	0.8	0.0	8.7
Vocational activity	n	46	2	4	2	54
	%	18.1	0.8	1.6	0.8	21.3
Teaching	n	2	4	10	12	28
	%	0.8	1.6	3.9	4.7	11.0
Total	n	144	44	32	34	254
	%	56.7	17.3	12.6	13.4	100.0

$\chi^2=77.742$; P-Value=0.000

Source: Field work, 2020

Field data in Figure 6 reveal that majority of the sampled women (54.2%) are moderately satisfied with the earnings from their economic activities as against only 15% who are extremely satisfied. This implies an overall need for improvement in their economic activities in the study area.

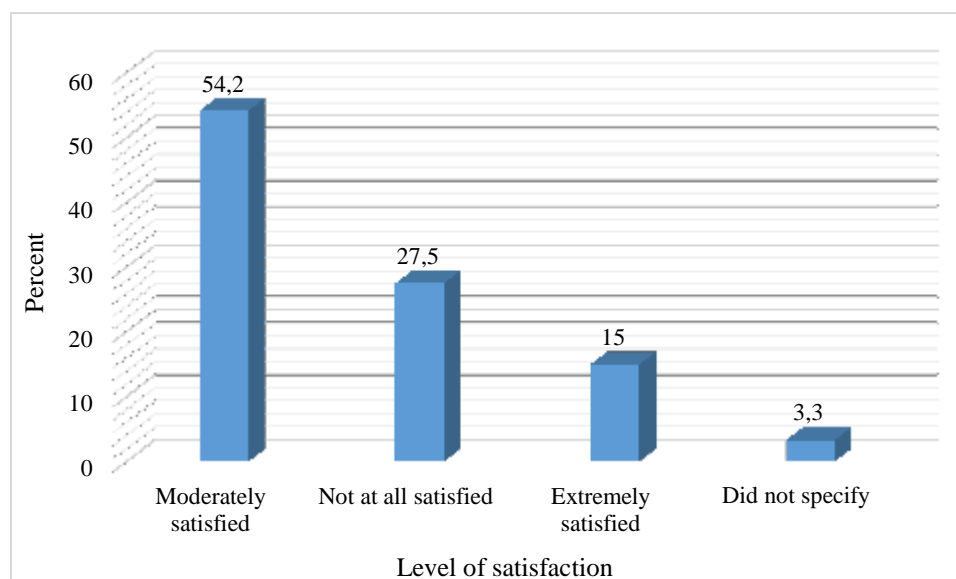


Figure 6: Bar chart depicting women’s level of satisfaction with the average monthly earnings (in FCFA) from their economic activities

Source: Field work, 2020

Results on Table 6 reveal a statistically significant positive relationship between women’s earnings and satisfaction with their current income levels. By implication, the sampled women are more satisfied with their income levels when the yields from their income generating activities are lucrative enough.

Table 6: Correlational analysis between women’s earnings from their economic activities and satisfaction with their current income level

Variables	Statistics	Women's average monthly earnings (FCFA)	Women's satisfaction with current income level
Women's average monthly earnings from activities (FCFA)	R value (Spearman's rho)	1.000	.466**
	Sig. (2-tailed)	.	.000
	N	263	256
Women's satisfaction with current income level	R value	.466**	1.000
	Sig. (2-tailed)	.000	.
	N	256	264

Source: Field work, 2020

With an established statistically significant relationship between the type of economic activity and income earnings as well as between income earnings and satisfaction with income, results on Table 7 further reveal that the women’s level of satisfaction with current income was determined by their various activities.

Table 6: Correlation analysis between women’s economic activities and satisfaction with current income level

Income activities	Statistics	Women's satisfaction with current income level			Total
		Not at all satisfied	Moderately satisfied	Extremely satisfied	
Private cash crop farming	n	17	17	2	36
	%	6.7	6.7	0.8	14.1
Petty Trading/ Business	n	31	75	13	119
	%	12.2	29.4	5.1	46.7
PAMOL Worker (cash cropping with PAMOL)	n	9	13	0	22
	%	3.5	5.1	0.0	8.6
Vocational activity	n	18	23	9	50
	%	7.1	9.0	3.5	19.6
Teaching	n	0	14	14	28
	%	0.0	5.5	5.5	11.0
Total	n	75	142	38	255
	%	29.4	55.7	14.9	100.0

X^2 value=47.087; Degree of freedom (df)=8; P-Value=0.000

Source: Field work, 2020

Therefore, various economic activities in the area offer not just varied earnings but also varied levels of income satisfaction to the women. Closely linked to earnings, business operators and teachers are amongst the women who are extremely satisfied with their current income status contrary to those involved in cash cropping and petty businesses.

Another aspect investigated about women’s labour activities in Mundemba Sub-division was their economic activity switching status. The researcher investigated the changes made by women across economic sectors and notes that 27% of the sampled women in the area have switched economic activities (Figure 7).

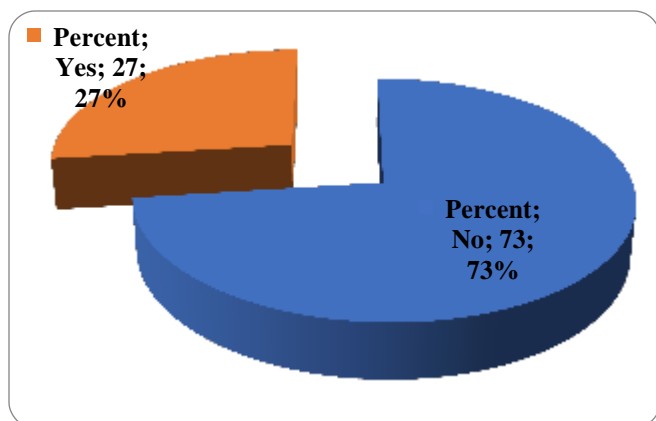


Figure 7: Pie chart showing economic activity switching status of women

Source: Field work, 2020

In order to understand the nature of changes or movements between women's economic sectors, the researcher analysed the economic activity switching status by various economic sectors (Table 8). The study noted a close relationship between earnings from economic activities and the economic activity switching status. Business operators and teachers who are noted as having higher earnings coincide with the category with the highest activity stability unlike those in petty businesses and cash cropping. The exceptions noted here are for vocational and PAMOL workers who despite their low earnings have a high activity stability status.

Table 7: Correlation analysis between women's economic activities and their economic activity switching status

Economic activities	Statistic s	Economic activity switching status of women		Total
		Yes	No	
Cash crop farming	N	15	25	40
	%	5.8	9.7	15.4
Petty trading/ business	N	37	78	115
	%	14.3	30.1	44.4
PAMOL worker	N	2	20	22
	%	0.8	7.7	8.5
Vocational activity	N	9	45	54
	%	3.5	17.4	20.8
Teaching	N	6	22	28
	%	2.3	8.5	10.8
Total	N	69	190	259
	%	26.6	73.4	100.0

X^2 value=10.820; Degree of freedom (df)=4; P-Value=0.029

Source: Field work, 2020

Table 9 presents the specific changes witnessed in women's market/income activities in the study area.

Table 8: Changes between women's income activities

Changes	Number of Responses
Business to farming	30
Fashion to petty trading/business	12
Business to teaching	12
Farming to teaching	12
Teaching to business	12
Restaurant to petty trading	6
Restaurant to administrative assistant	6
Business to restaurants	6
Farming to babysitting	6
Plantation worker to tailoring	6
Administrative assistant to teaching	6

Source: Field work, 2020

The dominant changes have been from businesses to farming and businesses to teaching (corroborating statistical analysis on Table 9) given that some commercial activities were heavily hit by the socio-political unrest in the Southwest Region since 2016. Nevertheless, there have been movements from other income activities like fashion (tailoring and hair dressing) to engage in other lines of businesses like restaurants (sale of cooked food).

Understanding the growing diversity of women's labour activities in modern time, the researcher investigated whether the rural women in Mundemba are overburdened by their labour activities. Field data in Figure 8 reveal majority of the sampled rural women (52%) are overburdened by their labour activities.

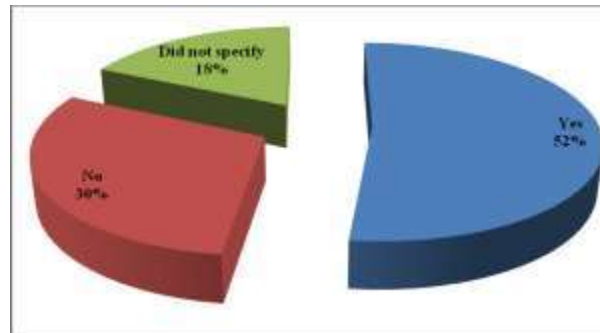


Figure 8: Pie chart depicting women’s agreement status with much workload

Source: Field work, 2020

Analysis of women’s workload by their domestic activities (Table 10) reveals that women did not consider children’s education support, care-giving (babysitting and care of the elderly), laundry and collection of wood for fuel as a burden. Subsistence farming and cooking were perceived by the sampled women to be the most stressful domestic activities.

Table 9: Analysis of women’s workload by their domestic activities

Domestic activities	Statistics	Women's agreement with much workload		Total
		Yes	No	
Babysitting or elderly care	n	14	14	28
	%	6.3	6.3	12.6
Cooking	n	68	46	114
	%	30.6	20.7	51.4
Laundry	n	24	23	47
	%	10.8	10.4	21.2
Subsistence farming	n	141	81	222
	%	63.5	36.5	100.0
Children’s education support	n	16	18	34
	%	7.2	8.1	15.3
Collection of fuel wood	n	12	10	22
	%	5.4	4.5	9.9
Total	n	141	81	222
	%	63.5	36.5	100.0

Source: Field work, 2020

Analysing women’s workload by their economic activities on Table 11 reveals that there was no statistically significant association (p-value=0.061). Nevertheless, PAMOL workers, vocational workers and teachers were dominantly overloaded with work compared to those in other economic sectors. This equally explains why many teachers were found not to have changed or diversified income activities as a result of their demanding teaching job.

Table 10: Analysis of women’s workload by their economic activities

Women’s income activities	Statistics	Women's agreement with much workload		Total
		Yes	No	
Cash crop farming	n	20	14	34
	%	9.3	6.5	15.8
Petty trading/ business	n	55	46	101
	%	25.6	21.4	47.0
PAMOL worker	n	13	3	16
	%	6.0	1.4	7.4
Vocational activity	n	29	9	38
	%	13.5	4.2	17.7
Teaching	n	18	8	26
	%	8.4	3.7	12.1
Total	n	135	80	215
	%	62.8	37.2	100.0

Cramer’s V=0.205; P-Value=0.061

Source: Field work, 2020

No association was found between women’s workload and their earnings from their economic activities (p-value=0.608) unlike for the case of women’s workload and their financial contribution to the household (p-value=0.011). Results on Table 12 note that women with greater workload contribute more finance to their households. This implies that women who are more willing to contribute financially to their households tend to over work themselves given that workload was not found to determine earnings or salary. This result can also be explained by the women’s perceptions whereby those who contribute more to household finance tend to believe they are over working themselves as women.

Table 11: Test of association between women’s workload and their financial contribution to the household

Women's agreement with much workload	Statistics	Women's rating of their financial contribution to the household				Total
		<25%	25-50%	51-75%	76-100%	
Yes	n	62	26	34	19	141
	%	28.4	11.9	15.6	8.7	64.7
No	n	26	26	22	3	77
	%	11.9	11.9	10.1	1.4	35.3
Total	n	88	52	56	22	218
	%	40.4	23.9	25.7	10.1	100.0

X^2 value=11.103; Degree of freedom (df)=3; P-Value=0.011

Source: Field work, 2020

Moreover, findings reveal that women’s workload determined their satisfaction with their current income levels (p-value=0.001) even though it was not the same for earnings (Table 13). The rural women with lighter work loads are paradoxically more satisfied with their current income levels. Hence, women who experience a lot of stress in their labour activities do not feel the net financial gains are worth it.

Table 12: Test of association between women’s workload and satisfaction with their income status

Women's agreement with much workload	Statistics	Women's satisfaction with current income level			Total
		Not at all satisfied	Moderately satisfied	Extremely satisfied	
Yes	n	52	68	20	140
	%	23.7	31.1	9.1	63.9
No	n	11	51	17	79
	%	5.0	23.3	7.8	36.1
Total	n	63	119	37	219
	%	28.8	54.3	16.9	100.0

X^2 value=13.403; Degree of freedom (df)=2; P-Value=0.001

Source: Field work, 2020

The researcher equally analysed how the involvement of men in domestic or care-giving activities acts as a source of relief or assistance to the women. Table 14 reveals that involvement of men in children education support (by escorting them to and from school, assisting them with

homework and educational expenses) had the greatest relief to the women as up to 26% of women whose husbands perform this role refused being over loaded with work. Also, men's involvement in the collection of wood (contributes in lightening food production work of women) provided relief followed by cooking and then babysitting or elderly care.

Table 13: Analysis of men's involvement in domestic activities on women's workload

Men's domestic activities reported by the women/wives	Statistics	Women's agreement with much workload		Total
		Yes	No	
Babysitting or elderly care	n	6	7	13
	%	2.9	3.3	6.2
Cooking	n	13	15	28
	%	6.2	7.2	13.4
Laundry	n	37	20	57
	%	17.7	9.6	27.3
Subsistence farming	n	62	21	83
	%	29.7	10.0	39.7
Children education support	n	20	26	46
	%	9.6	12.4	22.0
Collection of fuel wood	n	16	21	37
	%	7.7	10.0	17.7
Total	n	132	77	209
	%	63.2	36.8	100.0

Source: Field work, 2020

Objective one examining gender involvement in labour activities in the study area reveals that women dominate in subsistence farming (plantains, banana, cassava, pepper and vegetables amongst others) with a 51% involvement given that the men are more involved in commercial agriculture (cash cropping), followed by cooking with 24%, and laundry with 10%, children education support (6%), babysitting or elderly care (5%) and the collection of wood for fuel. The women further report that their husbands (the men) are involved in all domestic labour activities which gives them great relief, notably subsistence farming; laundry; children's education support comprising of taking children to school and fetching them from school, assisting them with take home assignments and paying for their school needs, collection of wood and only a negligible proportion of 4% were involved in babysitting or elderly care.

The dominance of rural women in subsistence agriculture in the study area is consistent with findings in other areas of the national territory as noted by Sikod (2007) in Cameroon, Ngome (2003) in rural areas of Meme Division and Ngah (2015) in Ngendzen Mbam Village in Bui Division as well as arguments of the Feminist Theory. Nevertheless, the encouraging involvement of men in domestic activities in the current study area contradicts claims by Sikod (2007) that all rural areas in the country are characterised by strong socio-cultural norms that allocate domestic work solely to the women.

With regard to income or market labour activities, the men are dominantly involved in cash cropping with PAMOL and/or private cash crop farming while the women dominate for vocational activities (like tailoring, hair dressing and local restaurants) and petty trading. Unlike the parity noted with domestic activities, there is stricter gender segregation in income generating activities as teaching is mainly a female dominated activity in the area while hunting, construction and larger business activities are male-driven. Results of hypothesis one concluded a statistically significant gender segregation in income generating activities in the rural areas of Mundemba ($P=0.000$). This finding is consistent with those of Sikod (2007) in Cameroon rural areas, Ngome (2003) in rural areas of Meme Division, Ngah (2015) in Ngendzen Village of Bui Division in Cameroon as well as studies by Park and Goreham (2017) in the rural areas of Korea.

Demographic characteristics (places of origin, marital status, marriage type and level of schooling) are noted to have statistical significant associations with women's involvement in market or income generating activities. Majority of the sampled men believe there are prevailing cultural norms segregating gender roles in the study area; mentioning that activities like family house construction, livestock farming and land preparation for arable farming, hunting, household upkeep and representation in social events are all attributed to the men. The men generally perceive women's decision-making roles as a far lesser priority when compared to the domestic care-giving.

Moreover, the study notes some dynamics in the labour activities as 26.6% of the sampled women had switched economic activities such as business to farming and business to teaching. Business operators and teachers with higher earnings have the lowest activity switching status unlike their counterparts in petty businesses and cash cropping. Nevertheless, exceptions are noted for vocational and PAMOL workers who despite their low earnings have a high activity

stability status. The encouraging involvement of rural women in market activities in the rural settlements of Mundemba concurs with trends noted by Park and Goreham (2017) that modernisation, industrialisation and economic development have major implications in the entry of women in mainstream labour force. Hence, as stipulated by the Social Theory, women increasingly see the need to access and gain control of capital and financial assets (factors of production) as a leeway to their empowerment and decision-making power.

PART II

**ANALYSIS AND INTERPRETATION OF WOMEN'S LABOUR ACTIVITIES ON
THEIR HOUSEHOLD DECISION MAKING**

CHAPTER III

THE INFLUENCE OF WOMEN’S LABOUR ACTIVITIES ON THEIR HOUSEHOLD

DECISION-MAKING IN THE MUNDEMBA SUB-DIVISION.

1.3 Influence of Women’s Labour Activities on their Decision-Making

Results on Table 16 investigate the level of association between women’s income activities and their household decision-making processes in the study area. This is centred on hypothesis two of the study which states that ‘women’s labour activities have a significant influence on their household decision-making in rural areas of Mundemba.’

Table 14: Influence of women’s income generating activities on their household decision-making power

Independent variable	Dependent variables	Statistics	Interpretations/remarks
Women’s income generating activities	Initiation/suggestion of household decisions	$X^2=24.301$; DF=16; P-Value=0.083	With P-Value >0.05, women’s income generating activities do not have a significant influence on their initiation of household decisions in the study area
	Consultation in household decision-making	$X^2=54.198$; DF=16; P-Value=0.000	With P-Value <0.05, women’s income activities significantly influence their consultation in decision-making. Teachers and PAMOL women are the most consulted in household decision-making.
	Management of family affairs and properties	$X^2=56.570$; DF=16; P-Value=0.000	Women’s income activities influence their management of family affairs and properties. Teachers, business operators and PAMOL women are the most involved in the management of family properties.
	Implementation of household decisions	$X^2=51.139$; DF=16; P-Value=0.000	Significant influence or association, business operators, PAMOL workers and teachers are most involved in the implementation of household

			decisions
	Feeding decision-making	$X^2=55.021$; DF=16; P-Value=0.000	Significant association found, teachers, cash crop farmers, vocational workers and business operators have the strongest decision-making on feeding.
	Family planning decision-making	$X^2=50.021$; DF=16; P-Value=0.000	Significant influence of women's income generating activities on their family planning decision-making. However, PAMOL workers and teachers have the greatest decision-making power on family planning.
	Conflicting decision-making	$X^2=62.385$; DF=16; P-Value=0.000	Significant influence of women's income activities on conflicting household decision-making process. Teachers and business operators argue most during decision-making.

Source: Field work, 2020

Therefore, the alternate hypothesis (H_1) states 'women's labour activities have a significant influence on their household decision-making in rural areas of Mundemba' while the null hypothesis (H_0) states 'women's labour activities do not have a significant influence on their household decision-making in rural areas of Mundemba.'

Following the analysis of results on Table 17, the study upholds the alternate hypothesis that 'women's labour activities have a significant influence on their household decision-making in rural areas of Mundemba' for six out of the seven indicators of household decision-making investigated by the study.

Table 15: Influence of husband's income activities on women's household decision-making power

Independent variable	Dependent variables	Statistics	Interpretations/remarks
Husband's income activities	Initiation/suggestion of household decisions	$X^2=28.443$; DF=16; P-Value=0.028	With a P-Value <0.05, income activities of men have a significant association with women's decision-making. PAMOL workers, construction workers and cash crop farmers give more opportunities to their wives for initiating household decisions.
	Consultation in household decision-making	$X^2=38.365$; DF=16; P-Value=0.001	Significant influence found (P<0.05); hunters, PAMOL workers and construction workers in particular greatly consult their wives.
	Management of family affairs and properties	$X^2=46.082$; DF=16; P-Value=0.000	Men's income activities significantly influence women's management of family affairs and properties. Hunters, men in PAMOL and construction give more opportunities to their wives to manage household affairs of properties.
	Implementation of household decisions	$X^2=57.579$; DF=16; P-Value=0.000	Significant result; wives of hunters, PAMOL workers and construction workers receive more support from their wives in the implementation of household decisions.
	Feeding decision-making	$X^2=35.188$; DF=16; P-Value=0.004	Significant result; wives of hunters, construction workers, business men and cash crop farmers make more feeding decisions.
	Family planning decision-making	$X^2=34.849$; DF=16; P-Value=0.004	Significant result; wives of PAMOL men receive the highest freedom to make family planning decisions unlike for hunters who give their wives no room to make family planning decisions.
	Conflicting decision-making	$X^2=35.273$; DF=16; P-Value=0.004	Significant result; wives of construction and PAMOL workers argue more with their husbands over household decision-making

Source: Field work, 2020

It is only for the initiation of household decisions that a statistically significant association is not found with women's income activities. Generally, women in the teaching profession, business

and cash cropping with PAMOL have the greatest decision-making power when compared to women in cash cropping and vocational activities in the study area. Besides the influence of women's income activities on their decision-making power, the income activities of the husbands (the men) have a significant influence on women's decision-making, thereby adding credence to the alternate hypothesis of the study (Table 4.19).

Moreover, the earnings, profits or salaries women get from their respective income activities have significant influences in their decision-making on feeding, family planning and arguments with husbands over household decisions. Results on Table 4.20 present a summary of the statistical associations between women's income earnings and their household decision-making power in the study area.

Results on Table 18 present statistical associations between women's satisfaction with their income earnings and their household decision-making power. Satisfaction with income level was only significantly associated with household feeding decisions and consultation of wives by their husbands in decision-making. All the other five decision-making indicators were not depended on women's satisfaction with their income.

Table 16: Influence of women's average monthly earnings on their household decision-making power

Independent variable	Dependent variables	Statistics	Interpretations/remarks
Women's earnings	Initiation/suggestion of household decisions	Somers' $d = -0.061$; P-Value=0.246	No significant associations are established between women's earnings from their income activities and their suggestions of household decisions, opinion consultation by their husbands, management of family affairs and implementation of household decisions.
	Consultation in household decision-making	Somers' $d = 0.031$; P-Value=0.532	
	Management of family affairs and properties	Somers' $d = -0.003$; P-Value=0.957	
	Implementation of household decisions	Somers' $d = 0.038$; P-Value=0.451	

	Feeding decision-making	Somers' $d = -0.113$; P-Value=0.030	Significant result found (P<0.05); women with higher earnings from their activities have more power over feeding decisions.
	Family planning decision-making	Somers' $d = -0.175$; P-Value=0.001	Significant result found (P<0.05); women with higher earnings from their activities have more power over family planning decisions.
	Conflicting decision-making	Somers' $d = -0.150$; P-Value=0.002	Significant result found (P<0.05); women with higher earnings from their activities tend to argue more with their husbands over household decision-making.

Source: Field work, 2020

Table 17: Influence of women's satisfaction with income level on their household decision-making power

Independent variable	Dependent variables	Statistics	Interpretations/remarks
Women's satisfaction with their income level	Initiation/suggestion of household decisions	Somers' $d = -0.054$; P-Value=0.373	No significant relationships found (P>0.05).
	Consultation in household decision-making	Somers' $d = -0.128$; P-Value=0.006	Significant result with P-Value <0.05, the greater women's satisfaction with their income earnings, the more they are being consulted by their husbands in household decision-making.
	Management of family affairs and properties	Somers' $d = 0.013$; P-Value=0.786	No significant relationships found (P>0.05).
	Implementation of household decisions	Somers' $d = 0.020$; P-Value=0.692	
	Feeding decision-making	Somers' $d = -0.126$; P-Value=0.024	Significant result with P-Value <0.05, the greater women's satisfaction with their income earnings, the more feeding decisions they make.
	Family planning decision-making	Somers' $d = -0.023$; P-Value=0.650	No significant relationships found (P>0.05).
	Conflicting decision-	Somers' $d =$	

	making	0.083; P-Value=0.113	
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Source: Field work, 2020

Another indicator of women's labour activities correlated with their decision-making is their workload. Results on Table 20 present the statistical associations between women's workload and their household decision-making power. Women's workload, unlike satisfaction with income level, significantly determines more indicators of women's household decision-making. Work stress/burden adversely affects women's household decision-making except for feeding and family planning decisions that do not significantly depend on women's workload.

Table 18: Influence of women's workload on their household decision-making power

Independent variable	Dependent variables	Statistics	Interpretations/remarks
Women's workload	Initiation/suggestion of household decisions	$X^2=16.856$; DF=4; P-Value=0.002	With P-Values <0.05, women's workload significantly influences their household decision-making for these indicators. Women who are stress-free are generally more involved in household decision-making. Hence, work stress constrains women's decision-making power.
	Consultation in household decision-making	$X^2=23.844$; DF=4; P-Value=0.000	
	Management of family affairs and properties	$X^2=11.488$; DF=4; P-Value=0.022	
	Implementation of household decisions	$X^2=19.799$; DF=4; P-Value=0.001	
	Feeding decision-making	$X^2=8.171$; DF=4; P-Value=0.086	With P-Values >0.05, no significant associations, women's feeding and family planning decision-making are not dependent on their workload or work stress.
	Family planning decision-making	$X^2=3.742$; DF=4; P-Value=0.442	
	Conflicting decision-making	$X^2=13.182$; DF=4; P-Value=0.010	With P-Value < 0.05, women's workload significantly influences their frequency of arguments with husbands over household decisions.

Source: Field work, 2020

Objective two took specific interest in the influence of women's labour activities on their household decision-making power. Hypothesis two postulating that women's labour activities

have a significant influence on their household decision-making power in the rural areas of Mundemba was upheld for six out of the seven indicators of household decision-making investigated. It is only for initiation of household decisions that a statistically significant association is not found with women's income activities. Generally, women in the teaching profession, business and cash cropping with PAMOL have the greatest decision-making power when compared to women in private cash cropping and vocational activities in the study area. The income activities of the husbands (the men) equally have a significant influence on women's household decision-making. Interrelationships between occupation and household decision-making power has also been championed in other areas of the African continent by Daplah (2013) though his own study further highlighted that occupational segregation did not have a major influence on decision-making between males and females when compared to women's resource contribution and women's age/seniority.

Moreover, the earnings, profits or salaries women get from their respective income activities have significant influences on their decision-making on feeding, family planning and arguments with husbands over household decisions. In addition, women's satisfaction with the income generated from their respective income activities was only significantly associated with household feeding decisions and consultation in decision-making. All other five decision-making indicators were not depended on women's satisfaction with their income. Women's workload significantly determines more indicators of women's household decision-making compared to satisfaction with income level. Work stress/burden adversely affects women's household decision-making except for feeding and family planning decisions. The significant relationships established between labour activities and earnings on household decision-making power corroborates other studies in Cameroon like that of Ngome (2003) in the rural areas of Meme Division and Sikod (2007) in the rural areas of Cameroon.

CHAPTER IV

DETERMINE THE HOUSEHOLD DECISION MAKING PROCESS

1.4 Nature of Household Decision-Making

In a bid to understand the nature or process of household decision-making in the rural households of Mundemba, the study explored women's level of involvement in the initiation of household decisions, consultation of women in household decision-making, involvement in the management of family affairs and properties, women involvement in the implementation of their husband's decisions, women's involvement in feeding decisions, family planning decisions and arguments amongst couples.

As regards women's initiation of household decisions, a total of 31% of the sampled women agreed that they usually initiate decisions in their households and their husbands accept and implement them as against a total of 8% who strongly disagreed (Figure 9). 15% of the sampled women had no opinion on whether they do initiate household decisions or they do not (neutral) while 6% did not provide any answer on the indicator.

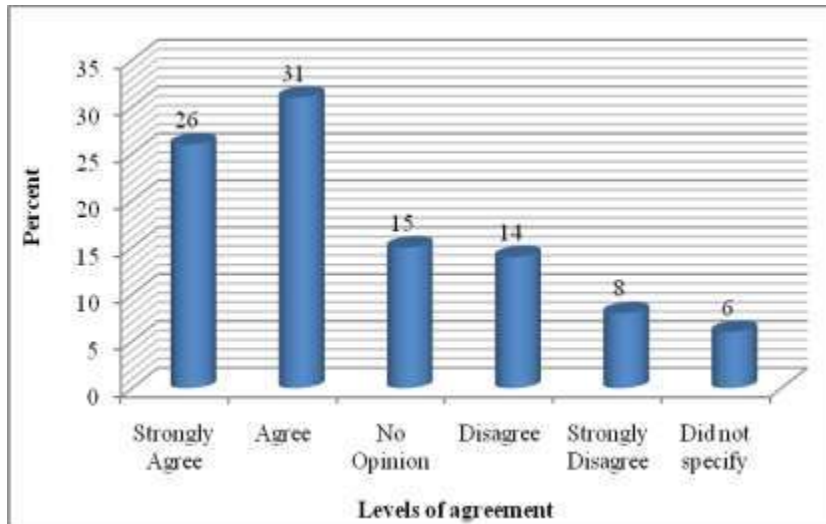


Figure 9: Bar chart depicting women's agreement that they initiate or suggest household decisions

Source: Field work, 2020

Figure 4.14 reveals that a total of 38% of the sampled women agreed that they are consulted by their husbands in household decision-making. Hence, for majority of the sampled households, the women are consulted by their husbands to get their opinions and support before making household decisions.

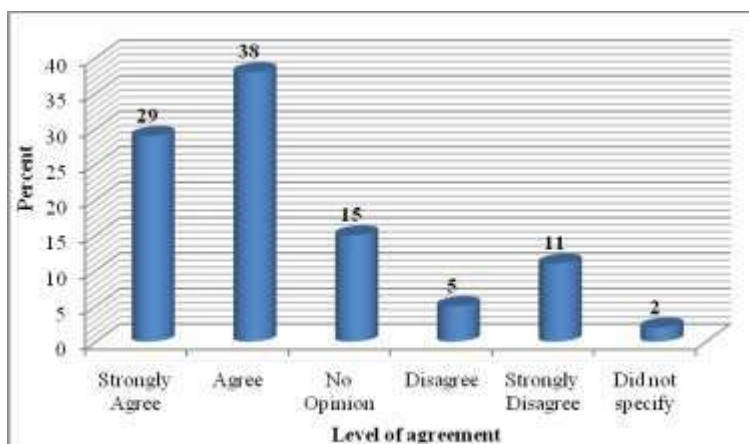


Figure 10: Bar chart depicting women's agreement that they are consulted by their husbands in household decision-making

Source: Field work, 2020

Figure 10 reveals that a total of 72% of the sampled women are involved in managing family affairs and properties as against just 21% who are not involved. The study generally notes the rural women are well involved in the management of family affairs and properties. This indicator (involvement in the management of family affairs and properties) records the highest proportion of sampled women who strongly agreed with a decision-making indicator.

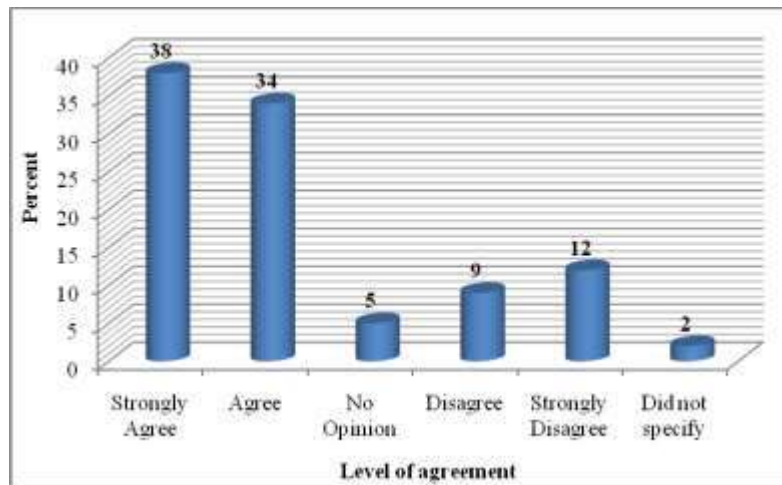


Figure 11: Bar chart depicting women’s agreement that I am involved in managing family affairs and properties

Source: Field work, 2020

Figure 11 shows that 41% of the sampled women agreed that they always help their husbands in implementing their household decisions as against 9% who disagreed.

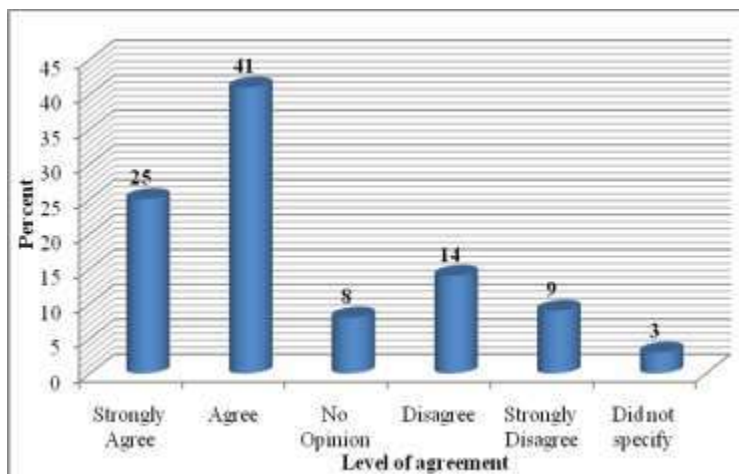


Figure 12: Bar chart depicting women’s agreement that they always help their husbands in implementing their household decisions

Source: Field work, 2020

With regard to women's decision-making in household feeding, an aggregate of 42% of the sampled women agreed that they make household feeding decisions as against 5% who disagreed (Figure 13).

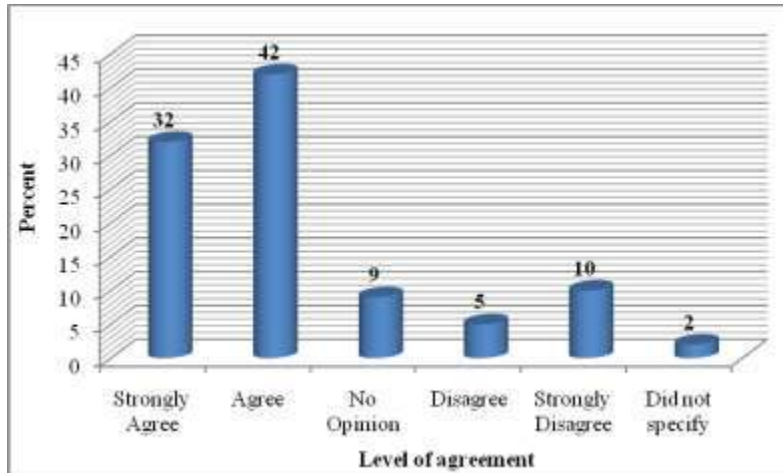


Figure 13: Bar chart depicting women's agreement that they make most feeding decisions in their households

Source: Field work, 2020

As far as family planning is concerned, results in Figure 14 reveal that an aggregate of 45% of the sampled rural women in Mundemba make family planning decisions relating specifically to number of children the family should have with an age gaps between children in the family and on the usage of contraceptives.

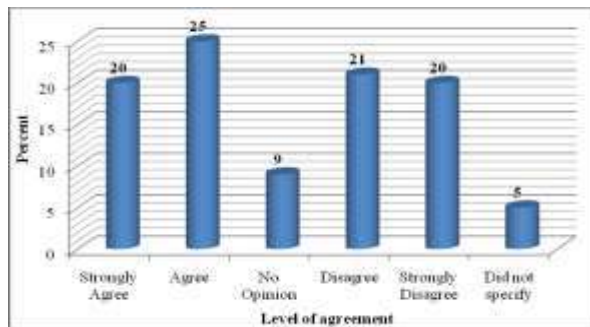


Figure 14: Bar chart depicting women's agreement that they make most family planning decisions for their households

Source: Field work, 2020

Field data in Figure 15 reveals that household decision-making in the study area is not void of conflicts as a total of 37% of the sampled women agreed that they do argue with their husbands or encounter conflict situations with their husbands over decision-making. A total of 36% of the sampled women however do not experience conflicts or arguments with their husbands.

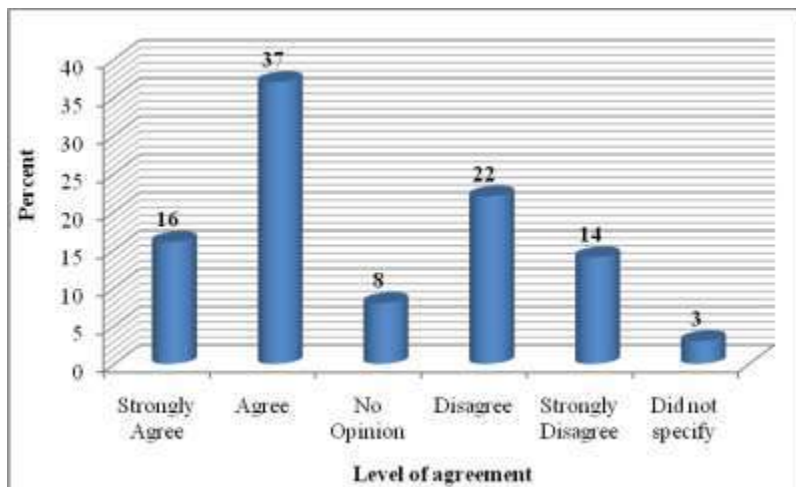


Figure 15: Bar chart depicting women’s agreement that they always argue with their husbands

Source: Field work, 2020

Figure 16 presents a summary of women’s agreement with household decision-making indicators or activities. Feeding decision-making is the area of household decision-making where women are most influential, closely followed by the management of family properties. Consultation of women in decision-making, implementation of household decision-making and family planning decisions are at similar levels amongst the sampled women. A total of 57% of the respondents agreed that they initiate household decisions and 41% agreed that they enjoyed a more amiable household decision making.

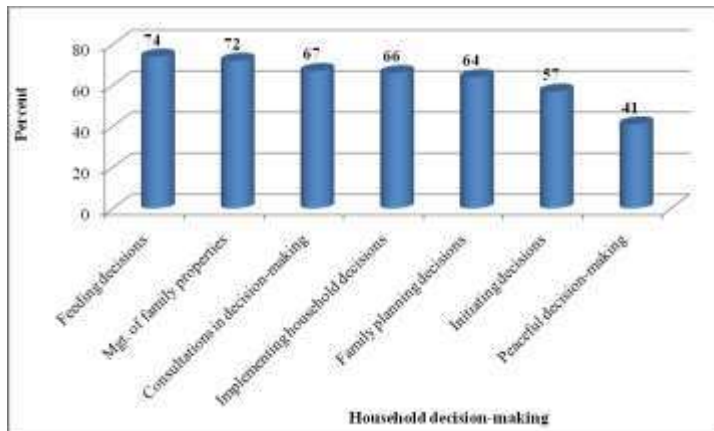


Figure 16: Bar chart depicting aggregate values of women’s agreement with household decision-making activities

Source: Field work, 2020

As regards objective three which examines women’s household decision-making power in the study area, the study explored women’s level of involvement in the initiation of household decisions, consultation of women in household decision-making, involvement in the management of family affairs and properties, women involvement in the implementation of their husband’s decisions, women’s involvement in feeding decisions, family planning decisions and arguments amongst couples. Feeding decision-making is the indicator of household decision-making where the rural women are most influential, closely followed by the management of family properties. Consultation of women, implementation of household decision-making and family planning decisions are at similar levels amongst the sampled women.

As regards women’s initiation of household decisions, a total of 31% of the sampled women agreed that they usually initiate decisions in their households as against a total of 8% who strongly disagreed, 15% had no opinion (were neutral) and 6% did not specify. For consultations in household decision-making, 38% of the sampled women agreed that they are consulted by their husbands to get their opinions and support before making household decisions. The idea of consultations in household decision-making is also reiterated by Sikod (2007) who champions that bargaining exchanges between the wife and husband is an important feature of household decision making. 72% of the sampled women are involved in managing family affairs and properties as against just 21% who are not involved. This finding in the rural settlements of

Mudemba Sub-division is quite encouraging when compared to the scenario in northern Rwanda where Santos, Fletschner, and Savath (2014) decried that that the women have very limited household decision-making power when it comes to decision making on landed properties and decisions on bequeathing land.

A total of 41% of the sampled women agreed that they always help their husbands in implementing their household decisions as against 9% who disagreed. With a positive involvement of women in the consultation for household decisions and joint implementation of household decisions, much consistency is noted with the works of Park and Goreham (2017) in rural Korea and Holmboe-Ottesen (2011) in rural Rukwa, Tanzania.

With regard to women's decision-making in household feeding, an aggregate of 42% of the sampled women agreed that they make household feeding decisions as against just 5% who disagreed. As far as family planning is concerned, an aggregate of 45% of the sampled rural women in Mundemba makes family planning decisions relating to the number of children with an age gap between children and usage of contraceptives in their households.

However, household decision-making in the study area is not void of conflicts as a total of 37% of the sampled women agreed that they do argue with their husbands or encounter conflict situations with their husbands over decision-making. A total of 36% of the sampled women however do not experience conflicts or arguments with their husbands.

CONCLUSION

This study notes that the subject of women's household decision-making power is crucial in the broader contexts of gender equality, women empowerment and family management. The study reveals that gender segregation or inequality in labour activities, as reiterated by the Feminist Theory, is still very glaring in the income (market) activities like cash crop farming, construction, business and hunting unlike the case of domestic and care-giving activities. Though much progress has been noted with the changing perceptions of the men towards domestic activities, women involvement in income generating activities is still lagging when compared to the men. Cultural norms manifested in the perceptions, preferences and involvement of men and women in income generating activities in the study area is therefore in direct contravention to equality in employment and financial opportunities provided by the law and competent government and civil society organisations as well as Feminist arguments. In addition, places of origin (migrant status), marital arrangements and educational level all determined women's ability to be involved in income activities, a common place phenomenon in many other contexts.

Women's household decision-making power in the rural areas of Mundemba Sub-division is generally encouraging. A greater proportion of the women agreed to be involved in all the indicators of household decision-making in the study. Women's involvement in household feeding decisions, management of family affairs and properties, consultation in household decision-making, implementation of household decisions and family planning decision-making record the highest involvement when compared to their initiation of household decisions and level of conflicts in household decision-making. Women's income activities and their earnings significantly influence their household decision-making power as supported by the Feminists' vision. Women involved in cash crop farming and vocational activities only record meagre involvement in household decision-making by virtue of the limited earnings they eke out from the activities. Nevertheless, as the women are striving to extend their labour activities from the domestic to market levels, there are significant impacts on their workload and work stress which in turn influences their household decision-making power. Women greatly involved in the activities of cooperative societies, for example, paradoxically have marginal involvement in household decision-making despite the benefits that accrue from the cooperatives.

As propounded by the Feminist Theory, women's labour activities alone cannot fully provide understanding on the dynamics of women's household decision-making power without contextualising in the broader socio-cultural context. Factors like level of schooling, village norms, clan perceptions and other socio-demographic characteristics have significant influences too. Hence, interventions to analyse, understand and improve on women's household decision-making power ought to be integrated amongst economic (labour activities, earnings or profits, assets/property ownership, as well as household income contribution), social and cultural (place of origin, village of residence, clan, level of education, external exposure and marital security) factors. A generally positive trend is noted on male perceptions about women's roles, household decision-making, women empowerment and educational attainment in the study area even though there are still a minority holding on to traditional chauvinistic positions.

One of the challenges include, lack on analysis on how households' members allocate labour activities and make decisions in peasant societies, leads to assumptions about the root causes of gender inequality, relevant counter strategies and ongoing debates on the influence of income of women emancipation. Other challenges was in the area of collecting information, as a results of the insecurity, some of the women refuse to give out information. Lastly, there was a challenge of language difficulties in which some women speak only the dialect, which was difficult to interpret it.

Recommendations

Based on the conclusion of this study, the following recommendations are proposed to specific stakeholders, namely, the government (administrative) authorities, the women, men and the traditional authorities. The study has equally suggested further research areas that can be pursued to ensure contributions to knowledge in this research area.

This study recommends an integrated and inter-ministerial approach towards empowerment of women in the study area. An integrated policy approach involving all stakeholders (public, private, civil society and traditional authorities) and dimensions of sustainable development (economic, social and cultural) in the design and implementation of projects will achieve better results given the multiplicity of influences on women's labour activities and household decision-making power.

Decentralised government institutions such as the Ministry of Women's Empowerment and the Family (MINPROFF); the Ministry of Social Affairs; the Ministry of Economy, Planning and Regional Development (MINEPAT), the Ministry of Agriculture and Rural Development (MINADER); and the Ministry of Labour and Social Security as well as administrative authorities, municipal authorities and security officials all need to take the lead in designing and enforcing project activities to protect women's interests, empower women with skills to enhance performance of their daily domestic activities, boost their involvement in income activities, stress management and mental health as well as in turn household decision-making power.

Government authorities need to continue sensitisation efforts and awareness campaigns with the men and women as well as traditional authorities on prevailing government laws and regulations regarding equality, protection of vulnerable persons and property rights. With sensitisation campaigns organised at the grass roots level using accessible media like signposts, banners or billboards, community radios and events like inter-quarter sports tournaments and cultural festivals, both men and women will be enlightened against unauthorised discriminatory practices and where to seek solutions when faced with problems.

The generally positive trend observed by men in this area is an indicator that sensitisation and awareness campaigns are important and should be continued. Men and women social groups like cooperatives, professional meetings or unions and cultural meetings can also be targeted during such sensitisation campaigns. The women in particular need to be sensitised on equality provisions in the laws, property rights and civil status rights that accompany legal marriages.

The monitoring and enforcement of government laws and regulations against defaulters need to be taken seriously by the competent administrative and traditional authorities. With adequate sensitisation of the population (especially the women) on where they can report when faced with crisis, competent authorities like State counsels, the gendarmerie and the police force should work hand-in-glove to strictly enforce sanctions against defaulters in order to prevent the sustenance of exploitative practices against women.

Government institutions can partner with private sector financial institutions and cooperative societies to provide capital/loans (financial assets) to the women in this area to engage in labour activities given that the Social and Dependency Theory advocate for increasing power with access and control over factors of production. Accompanied by capacity building programs on

business plans, the rural women should be provided with credit facilities such as soft loans to enable them venture into market activities like cash cropping, vocational activities and even in the intensification of their subsistence farming.

First and foremost, the rural women should understand that women's equality and empowerment policies, projects or activities do not mean disrespect for their husbands but rather it advocates for greater support and responsibility of women to their respective households.

Women should be encouraged to legalise their property ownership, particularly when it comes to acquiring Land Certificates for their landed properties. The acquisition of Land Titles, for example, can in turn serve as collateral to boost women's acquisition of loans to venture in and expand the scope of operation of income generating activities.

Women are encouraged to set up and belong to cooperative societies (agricultural and financial) which have proven to be beneficial to them. However, there is need for an effective management of such cooperative societies in terms of legalising their operations and ensuring accountability and transparency in the management of funds. Partnerships or networking between these cooperative societies with government institutions, private sector institutions like financial institutions and civil society organisations will go a long way to build the capacities of the cooperatives from which innovation diffusion and other financial resources can be diffused to the members.

An important dimension of innovation diffusion and capacity building programs that should be provided in women's groups or acquired through self-development efforts should be labour-saving technologies. The huge involvement of women in subsistence farming and domestic activities as well as the venturing of women into other non-market activities are pointers to growing work stress and mental health problems on the women. With the adoption and practice of labour-saving technologies linked to the performance of domestic work, subsistence agriculture and other market activities, the rural women can save time from non-market activities to invest it into market activities and they can equally expand their economies of scope because of greater productivity.

Women should report and not conceal practices of gender violence as this will go a long way to discourage the sustenance of exploitative or discriminatory practices. This again requires

adequate sensitisation of women on legal provisions that protect both men and women in cases of disputes.

Women should take the challenge of self-development by either pursuing further education (formal education), empowering themselves through e-learning (particularly exploiting online video demonstrations and courses) or vocational training. YouTube for example, provides countless free video tutorials on a range of domestic and income generating activities from experts that rural women can exploit for their continuous personal development. This will provide capacity building and boost their skills in carrying out domestic and income activities.

The men in this area should back up their positive perceptions about women's roles in the family, decision-making and empowerment with practical assistance to the women in terms of supporting them in care-giving/domestic activities, provision of finance or capital to women, provision of training to women and sponsorships for further education amongst others to better empower the women. Women's education as supported by the Feminist School of Thought is noted to be very important for empowering women in labour activities and household decision-making in the study.

Men need to shun all forms of gender violence and discrimination against women, knowing that successful family management lays on the foundation of a successful marriage. Men should promote equality in the home by respecting and consulting with their wives in all spheres of household decision-making. Men are also recommended to follow up self-development programs or seminars related to home/family management in order to keep abreast of innovative solutions of household labour allocation, assets management and equitable decision-making.

Men involved in informal marriages are encouraged to legalise their unions by getting married in courts as this will offer the women secured tenure in the home, which can in turn give them more security in making strides to advance the family's welfare and economic progress. Monogamous marriages and joint property unions also proved more effective in enhancing women's household decision-making power in the study over women in polygamous marriages.

Traditional authorities have an important role to play in governance in rural areas and this study recommends them to be involved in governance issues related to the subject matter. The study therefore recommends partnership or a participatory approach in the design, implementation and

evaluation of policies, projects and programs devoted to property rights, gender equality and women empowerment in the area.

In addition, traditional authorities should be educated on the importance of sensitisation to the population on the dangers of discriminatory socio-cultural norms against the women. Traditional authorities should impose monitoring activities and sanctions for all culturally discriminatory practices against the rural women. Traditional authorities should begin by involving women in some of the local governance activities as such women can in turn be spokespersons for other women in the villages.

Further research can be continued in the following thematic areas or geographical areas in and out of the country:

- A comparative analysis of gender dimensions in labour activities and household decision-making power between urban and rural settlements or between rural areas from different cultural or religious backgrounds.
- Further research can also be undertaken on other indicators of household decision-making power not covered in the current study such as women's involvement in educational activities (further education) and careers of children, women's involvement in decision-making about acquisition of property, spouse choices for children, household expenditure, place of residence and women's decision-making over their choice of husbands amongst others.
- Changing trends in women's labour activities and implications on their work stress and overall mental health.
- Implications of household decision-making on marriages and family management.
- Role of civil society organisations in women's labour activities, decision-making power and empowerment.

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ANNEXES

ANNEX 1

RESEARCH ATTESTATION

REPUBLIQUE DU CAMEROUN
Paix - Travail - Patrie
UNIVERSITE DE YAOUNDE I
FACULTE DES ARTS, LETTRES
ET SCIENCES HUMAINES
DEPARTEMENT DE SOCIOLOGIE



REPUBLIC OF CAMEROON
Peace - Work - Fatherland
UNIVERSITY OF YAOUNDE I
FACULTY OF ARTS, LETTERS
AND SOCIAL SCIENCES
DEPARTMENT OF SOCIOLOGY

Master Professionnel 'Genre et Développement'
BP. 755 Yaoundé
Tel : 222 009 932/ 222 009 758

ATTESTATION DE RECHERCHE

Je soussigné, professeur **Valentin NGA NDONGO**, Chef du Département de Sociologie de l'Université de Yaoundé I et Coordonateur du Master Professionnel « **Genre et Développement** », certifie que l'étudiant **Thierry Yong Penda Nanganoa**, matricule **15v553**, est inscrit en Master II, **Genre et Développement**. Dans le cadre de son mémoire de Master, il effectue sous la direction du **Pr. TABE Florence**, un travail de recherche sur le thème « **Gender division of labour and women's decision-making power in rural households. The case of Mundemba, Toko, and Bulu in N'dian Division** ».

Je vous serais reconnaissant de lui fournir toute information non confidentielle susceptible de l'aider dans cette recherche.

En foi de quoi, la présente attestation lui est délivrée pour servir et valoir ce que de droit



Le Chef de Département

Pr. Valentin Nga Ndongo

ANNEX II

QUESTIONNAIRE FOR WOMEN

Dear respondent, I'm **Thierry Yong Penda Nanganoa**, a master's student of Gender and Development at the University of Yaoundé I (15v553). I'm carrying out field studies for my thesis entitled '**Gender Division of Labour and Women's Decision-Making Power in Rural Households of Mundemba Sub-Division, Southwest Region of Cameroon.**' The purpose of this study is to assess the situation of women's decision-making power, understand the challenges women face in decision-making and seek ways of improving women's decision-making power in the villages of Mundemba Sub-Division.

I'll be very grateful if you can participate in this study by ticking the appropriate boxes [] and filling the blank spaces where necessary as this shall enable me to complete this research work and achieve its objective of empowering the women in Mundemba. Be assured that your responses will be kept confidential and used only for the academic purposes for which they are meant.

Section A: Gender Dimensions of Resource Ownership and Labour Activities

1. Which of these caregiving or domestic activities are you in charge of doing in your home, regularly? Babysitting or care for the elderly [] Cooking [] Laundry []
Subsistence farming [] Escort children to school and assisting with their home studies []
Collection of 'Fire wood' [] Others [] specify

2. Which of these income-generating activities do you perform as a woman?
Cash crop farming (cocoa, oil palm, etc) [] Petty Trading/Business []
PAMOL Worker [] Tailoring and other 'hand works' []
Others [] Specify

3. Do you think your workload as a woman or wife is too much? Yes [] No []

4. If you are to estimate the average amount of money you earn/profit from your activities each month, how much will it be (in FCFA)? < 40,000 [] 40-100,000 []
101-200,000 [] > 200,000 []

5. How will you rate your financial contribution to the family income or needs when compared to that of your husband? Use the options below
<25% [] 25-50% [] 51-75% [] 76-100% []

6. How satisfied are you with your current income level?
Not at all satisfied [] Moderately satisfied [] Extremely satisfied []

7. a) Which of these caregiving or domestic activities does your husband perform or assist you in?

Babysitting or care for the elderly [] Cooking [] Laundry []
 Subsistence farming [] Escort children to school and assisting with their home studies
 []
 Collection of 'Fire wood' [] Others [] specify

b) Which of these income-generating activities does your husband or partner do?

Cash crop farming (cocoa, oil palm, etc) [] Petty Trading/Business [] Hunting []
 PAMOL Worker [] Construction []
 Others [] Specify

8. a) Have you changed your economic activities or income sources before? Yes [] No []

b) If yes, please specify the changes or transition

9. Which of these properties do you personally own (that is, under your name or direct control)?

Land or Farmland [] House [] Livestock (fowls, goats, pigs, ducks, etc) []
 Smartphone/Android [] Workshop/Factory [] Others []
 specify.....

10. a) Do you belong to any form of cooperative (financial/*njangi meeting* or agricultural cooperative)?

Yes [] No []

b) If yes, how do you benefit from it?

Section B: Nature of Household Decision-Making Process in Rural Households

11. To what extent do you agree with the following about decision-making in your home?

Where, **SA**= Strongly Agree, **A**=Agree, **N**= No Opinion, **D**=Disagree, **SD**=Strongly Disagree

Indicators	SA	A	N	D	SD
a. I initiate or suggest most of the decisions in my home/family					
b. My husband or partner always consults me to get my					

advice before taking decisions and making investments for the family					
c. Me and my husband/partner work very closely in managing the family affairs, properties and investments					
d. I always participate or take responsibility for implementing decisions taken by my husband or partner					
e. I can only support my husband in things that he involved me before doing/beginning					
f. I can only support my husband when he consults me and takes my opinions before carrying out his activities.					
g. I make most of the feeding and cooking decisions in our home					
h. I make most of the childbearing or family planning decisions in the home					
i. My husband cannot fully cover the family expenses without my financial support or help					

Section C: Socio-Demographic Information of Respondents

12. Village of residence:

.....

13. Have you ever lived outside this village for at least more than a year? Yes [] No []

14. Age range (years): 20-35 [] 36-50 [] 51-65 [] >65 []

15. a) Place of origin: Native [] Non-Native/Migrant []

b) If native, specify your clan: Batanga [] Bakoko [] Bima [] Ngolo []
 Korup [] Balondo [] Bandiko []

16. What is your highest level of schooling attained? Primary [] Secondary/College []
 High School [] University [] Vocational Training []

17. a) Marital status: Married [] Living together but not yet married (Co-Habitation) []

b) Nature of marriage or union: Monogamy [] Polygamy []

ANNEX III

INTERVIEW GUIDE FOR AUTHORITIES / OFFICIALS

Dear respondent, I'm **Thierry Yong Penda Nanganoa**, a master's student of Gender and Development at the University of Yaoundé I (15v553). I'm carrying out field studies for my thesis entitled '**Gender Division of Labour and Women's Decision-Making Power in Rural Households of Mundemba Sub-Division, Southwest Region of Cameroon.**' The purpose of this study is to assess the situation of women's decision-making power, understand the challenges women face in decision-making and seek ways of improving women's decision-making power in the villages of Mundemba Sub-Division.

I'll be very grateful if you can participate in this study by ticking the appropriate boxes [] and filling the blank spaces where necessary as this shall enable me to complete this research work and achieve its objective of empowering the women in Mundemba. Be assured that your responses will be kept confidential and used only for the academic purposes for which they are meant.

Section A: General Information

1. Name of institution:

.....

2. a) Post of responsibility in the institution:

.....

b) Duration in position:

.....

3. Sex: Male [] Female []

Section B: Policies and Activities to Empower the Rural Women in Mundemba Sub-Division

4. Which roles do your organisation play in empowering women and in improving their household decision-making power in this area?.....

.....

.....
.....
.....

5. What are the various government laws, policies or programs/projects that guide the operations or functions of your institution, that is, as far as women empowerment and gender equality is concerned?

.....
.....
.....
.....

6. How can you rate the problem of gender inequality and male dominance in household decision-making in this part of the country?

Not at all a problem [] Minor problem [] Serious Problem []

7. In your opinion, what are the challenges hindering women empowerment and their decision-making power in the rural areas of Mundemba Sub-Division?.....

.....
.....

.....
.....
.....

8. What challenges does your institution face empowering in improving women's household decision-making power or in fully promoting gender equality in this Sub-Division?

.....
.....
.....
.....
.....
.....
.....

9. What to you is very important for improving gender equality here in Mundemba Sub-Division?

.....
.....
.....

ANNEX IV

INTERVIEW GUIDE FOR MEN

Dear respondent, I'm **Thierry Yong Penda Nanganoa**, a master's student of Gender and Development at the University of Yaoundé I (15v553). I'm carrying out field studies for my thesis entitled '**Gender Division of Labour and Women's Decision-Making Power in Rural Households of Mundemba Sub-Division, Southwest Region of Cameroon.**' The purpose of this study is to understand the household decision-making process, understand the challenges involved in the process and seek ways of improving the household decision-making process in the villages of Mundemba Sub-Division. I'll be very grateful if you can participate in this study by responding to the following questions as this shall enable me to complete this research work and achieve its purpose. Be assured that your responses will be kept confidential and used only for the academic purposes for which they are meant.

Section A: Household Decision-Making Power and Male Perceptions

1. In your opinion, what is the role(s) of a wife in the family?

.....
.....
.....
.....

2. According to your culture or village of residence, are there any prescribed functions or jobs of a husband (man) and a wife (woman) in the family? Yes [] No []

If yes, please describe

.....
.....

3. Are you in support of the fact that women should be involved in the following activities?

Activities/Functions	Yes	No	Reasons why
a. Any decision or investment the husband/man wants to take in the family			
b. Management of family properties or investments like land, businesses, etc			
c. Working to help bring money to support the family needs			

4. a) In your own opinion, how will you rate the importance of schooling in a woman's personal life and a woman's contributions to the family?

Not at all important [] Not very important [] Very important []

b) Please what is your reason(s).....

.....

.....

Section B: Socio-Demographic Information of Respondents

5. Village of residence:

6. Age range (years): 20-35 [] 36-50 [] 51-65 [] >65 []

7. a) Place of origin: Native of Mundemba Sub-Division [] Non-Native/Migrant []

b) If native, specify your clan: Batanga [] Bakoko [] Bima [] Ngolo []

Korup [] Balondo [] Bandiko []

8. What is your highest level of schooling attained? Primary [] Secondary/College []
High School [] University [] Vocational Training []

9. a) Marital status: Married [] Living together but not yet married (Co-Habitation) []

b) Nature of marriage or union: Monogamy [] Polygamy []

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