



Poster Presentation

AN ANALYSIS OF FACTORS AFFECTING WOMEN'S POLITICAL PARTICIPATION LEADERSHIP DISPARITIES IN PUBLIC INSTITUTIONS IN HAUT-LOMAMI PROVINCE, DEMOCRATIC REPUBLIC OF THE CONGO

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1. BACKGROUND

The law on parity and equal opportunities, enshrined in Article 14 of the Constitution of 18 February 2006, stipulates that public authorities must: (i) ensure the elimination of all forms of discrimination against women by protecting and promoting their rights; (ii) take all appropriate measures to ensure the full development and participation of women in the development of the nation, particularly in the civil, political, economic, social and cultural spheres; and to put an end to any discrimination that results in violence against women in public and private life.

2. INTRODUCTION

This study argues that the failure of to implement parity law between men and women is the main reason women are kept out of leadership positions in public institutions in the Haut-Lomami province. Gender equality has been elevated to the level of the core principles of the Congolese 2006 Constitution due to the implementation of the gender policy that encouraged Congolese people to observe and act.

3. RESEARCH PROBLEM

Despite the growing adoption of the Parity Act in October 2015 and the 2006 DRC's Constitution, Congolese women still facing challenges to participate in public institutions. This means that when boys, girls; men and women are given freedom or autonomy to participate in the economic arena, decision making, social and political arena gender equality has been achieved.

4. RESEARCH OBJECTIVES

- i) To identify and analyze the factors that influence women's participation in political leadership in public institutions in the Haut-Lomami province, Democratic Republic of Congo.
- (ii) To examine the impact of these factors on women's disparities in accessing leadership positions in public institutions in the Haut-Lomami province, Democratic Republic of Congo.
- (iii) To propose strategies for addressing those disparities and promoting women's participation in political leadership in the Haut-Lomami province, Democratic Republic of Congo.

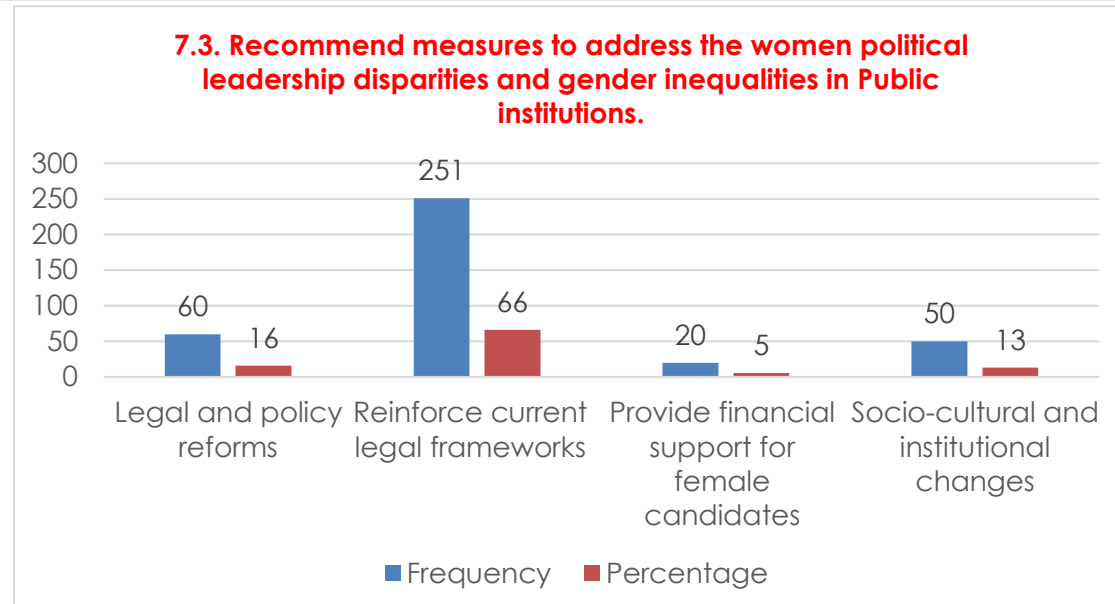
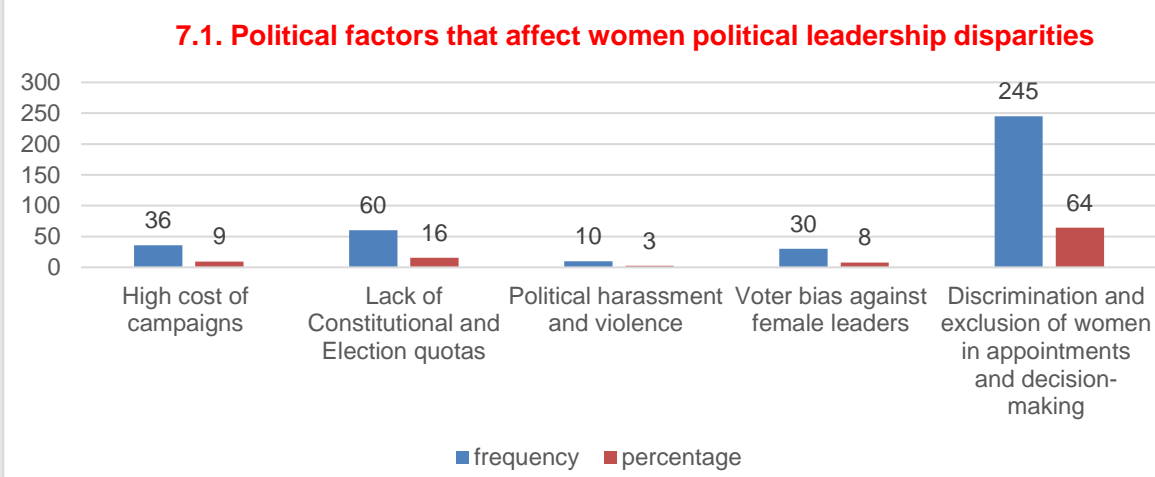
5. RESEARCH QUESTIONS

- (i) What are the socio-cultural, economic and political factors that influence women's participation in public institutions in the Haut-Lomami province, DRC?
- (ii) How do these factors contribute to the disparities faced by women in accessing leadership positions in public institutions in the Haut-Lomami province, DRC?
- (iii) What strategies can be employed to address these disparities and promote women's participation in political leadership in public institutions in the Haut-Lomami province, DRC?

6. RESEARCH METHODS

- Research Design:** Mixed Methods Approach (Quantitative survey + Qualitative interviews).
- Participants:** Provincial Officials, NGOs, CSOs, Mayor's employees, Administrators from Public Institutions and women Fighters against gender inequalities. **N=381**
- Data Collection:** Online questionnaires and semi-structured Interviews
- Data Analysis:** Descriptive statistics for quantitative data; Thematic analysis for qualitative data

7. KEY FINDINGS



8. RESULTS AND ANALYSES

Political factors that affect women's political leadership disparities in the Haut-Lomami province are particularly known as discrimination, marginalization, lack of political will by legislators and exclusion of women in appointments and decision-making because men as policymakers are discriminating women during appointment process.

Officials consider that legal and policy reforms are considered as recommend measures to address the women political leadership gender inequalities in Public institutions in the Haut-Lomami province, DRC.

9. CONCLUSION

Law No. 15/013 of 1 August 2015 on the modalities of application of women's rights and gender parity: functional equality, which consists of equal representation between men and women in access to decision-making bodies at all levels and in all areas of national life. On the other hand, women leaders in the Haut-Lomami are currently facing challenges to get equal treatment and it is observed gender disparities, women leadership disparities including discrimination and marginalization regarding employments and leadership positions.

REFERENCES

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Figure 1: Haut-Lomami Province