

GENDER INCLUSIVENESS IN NATURAL RESOURCES MANAGEMENT AND SUSTAINABLE INDUSTRIAL DEVELOPMENT IN NIGER DELTA

Dr. Nworgu, Kelechi Godson & Dr. Collins Okechukwu Amadi

Email: nworgugodson10@gmail.com, otukiri63@gmail.com

**Department of Sociology, Faculty of Social Sciences
University of Port Harcourt, Rivers State, Nigeria**

ABSTRACT

The study investigated gender inclusiveness in natural resources management and sustainable industrial development in Niger Delta Region. The objectives of the study include, to ascertain the influence of gender inequality on gender inclusiveness in the management of natural resources in Niger Delta, and to investigate the positive impact of women participation in sustainable industrial development in Niger Delta region. The purposive sampling technique and descriptive survey research were adopted as 400 respondents from selected cities were administered the questionnaire. The retrieved responses were analyzed in percentage. The finding of the study indicates that gender inequality influences gender inclusiveness in natural resources management in Niger Delta, and that there is positive impact for women participation in sustainable industrial development in Niger Delta Region. Based on the findings the study recommends that gender inequality should be avoided when articulating on how natural resources should be governed for the betterment of all individuals in the community, cities and organizations. Government should vividly roll out gender friendly policies that can encourage women to collaborate with male counterpart to contribute in sustainable industrial development in Niger Delta Region.

Keywords: Gender, Inclusiveness, Natural Resources, Management, Sustainable, Industrial, Development

INTRODUCTION

Natural resources management is mainly concerned with issues associated with policies, processes, organizations, norms and government in the choice of individuals for official roles and authority over natural resources. This concern is between women and men in relation to the preferred gender among indigenous people in communities and employees in corporate institutions. These factors play a critical part in deciding who gains control over natural resources (African Development Report, 2015). To be precise, natural resources constitute a wide range of goods and services such as food, fresh water, oil, gas, fuel, medicines, fisheries, and the atmosphere that sustains life on planet earth (Springer & Boe, 2016). The vulnerable poor individuals in the rural locations in developing countries are concerned with the need of converting natural resources into food, and to ensure the security of their lives. This is because poor farmers, hunters, fisher men and women, all depend on accessibility to lands, rivers, plants and animals to control and survive on (FAO, 2014). However, rural women and men seek to participate in managing the natural resources in their domain particularly as a means of supporting individuals living on highly endowed lands to have a share of available or tapped natural resources (World Bank, 2007). On the perspective of how natural resources are being extracted, controlled and shared in Niger Delta region of Nigeria. There is global attention on how these natural resources have

been degraded, and community people among which are women and men have been deprived from accessing, controlling and consuming the natural resources found within their communities due to government restrictions, laws, and policies, as well as the activities of oil exploration organizations ravaging the resources surrounding the communities. These incursions aggravate the people and places them in condition of penury and marginalization in the highly endowed environment full of natural resources (NDDC, 2004). Initiating a fair and equitable natural resource control measures, and the protection of the resources in the environment from degradation by oil producing companies can necessitate securing the natural resources and prevent the impoverishment of women and men in need of support for food security and food accessibility in rural and suburban areas constituting women and men demanding to be allowed to join in the control and management of natural resources to enable their participation in sustainable industrial development (UNDP, 2006).

The inclusion of women as do the men in industrial development is rapidly gaining more support as policymakers have begun to raise the alarm in legislative activities for gender inclusiveness in sustainable industrial development. Furthermore, an important aspect of such inclusiveness is on developing policies that allows women participation in contributing toward managing natural resources and pioneering sustainable industrial development. This attempt is a way of advocating for gender equality in key sectors of industrial landscapes for the advancement of the economy of the Niger Delta Region. In addition, the inclusiveness of both women and men in resource management can offer the opportunity for each individual to monitor the activities of their counterparts in ensuring that there are no leakages for complacency and corruption that can disrupt efforts toward promoting sustainable industrial growth and development. In the labour market, women lack adequate employment opportunities in both public and private organizations in order to encourage unequivocal participation in resources management, as well as ensuring that any existing gaps of discrimination between men and women are closed.

Furthermore, achieving amiable gender equality, and the empowerment of women is a major path toward achieving sustainable industrial development. Gender inequality seem to be on decline in almost all sphere of human existence due to the persistent efforts in promoting gender equality across diverse sect, religions and cultural traditions (World Economic Forum, 2020). In some regions, the achieving of gender equality remains very limited. However, in recent times, Global Gender Gap report by (World Economic Forum, 2020), indicate that gender disparity exists in political and economic empowerment. Obviously, in developing countries, achieving gender equality is being confronted by cross-country challenges and differences. The inequalities bedeviling community resource management and social institutions has deprived women from playing their roles in achieving sustainable development in most communities. The rules of community membership or leadership, benefit sharing and access can determine women's opportunity of making their voices to be heard as well as when it be ignored. Riverine women are mostly given to fishing and farming on scarce land, and despite their reliance on these natural resources, women often lack full access to control these resources as it is common with the men in communities. This affirms that women and men have different experiences and roles in natural resource management, this also connotes that they have divergent needs and speculative interests. In such conditions, men's interests and needs are speedily valued over the women. Hence, developing countries, often promote gender inequalities through cultural norms leadership and in resource management which reflects in markets leadership,

community leadership, family's leadership as well as political or state leadership Burnley & Ziegenhagen (2014).

Reed & Davidson (2011) argued that gender obligations in relation with other social structures, functions and processes to influence knowledge, values, and concerns in community-based ideology of natural resources management is imperative in discussing gender inequality. These issues are based mainly on the divergent experiences, roles, and responsibilities that most men or women do partake within the community setting in cognizance to the natural environment endowed with several forms of natural and human resources (Varghese & Reed, 2012). According to the finding of Reed & Varghese (2007), men align with the environment in relation to utilitarian values, while on the other hand women offer stronger support for the environments intrinsic value. To this end, women's perspectives on the environment are not homogenous, however, it posits that gender is among the factors determining the social structures that often interact with or that influences the general perspectives usually expressed on issues of resource management. Further, in the perspective of resource management corporations that are situated in or engages with communities, have multiple interests in determining their institutions effectiveness and sustainability. To have a common pool of resources management, it is imperative for these institutions to include community members (women and men) to harness their co-operation and to act as a group reflecting gender inclusiveness.

The engaging of community members in natural resource management may not specifically settle issues of inequality on gender if it lacks equity in the distribution of roles and responsibilities to women and men in the institution (Reed & Varghese, 2007). In addition, the gender composition of public institution can influence its functionality as well as the role of decision making. According to (Swamy et. al., 2001), women presence in government institutions was found to have led to a decline in corruption, and that their presence brought improved collaboration, support, solidarity as well as conflict resolution in the quickest stance (Westermann, Ashby & Pretty, 2005). The enhancement of women representation on natural resource management can be encouraged through purposeful collaboration, workgroup solidarity, as well as having more willingness to resolve potential conflicts (Westermann et. al., 2005). Several of the projects in existence are meant to take into cognizance natural resource management as well as community development plans through participatory approaches. Hence, organizers of participatory approaches in development and natural resources management often decline in recognizing and addressing the embedded complexity of power sharing within communities and among women and men even at different levels. The projects that consider gender equity, gender-balanced participation can be seen as having sufficient goals in itself. Project organizers often assume that if women are given the privilege to attend community consultations, it will automatically make them become integrated and involved into determining the decision-making processes. More so, pre-existing factors that promote gender inequalities as well as gendered social norms may likely deter women from partaking in decision-making roles or dwindle their participatory effectiveness whenever they are in the forum. As a result of the restrictions, women's priorities in resources management may remain unaddressed Burnley & Ziegenhagen (2014). Against these backdrops, the study seeks to investigate how inequality in natural resources management has affected women in playing tangible role in sustainable development through effective inclusion in Niger Delta industrial development.

Objectives of the Study

1. To ascertain the influence of gender inequality on gender inclusiveness in the management of natural resources in Niger Delta.
2. To investigate the positive impact of women participation in sustainable industrial development in Niger Delta region.

Research Questions

1. What is the influence of gender inequality on gender inclusiveness in the management of natural resources in Niger Delta?
2. What is the positive impact of women participation in sustainable industrial development in Niger Delta?

Gender Inequality and Gender Inclusiveness in Natural Resources Management

Gender inequality is a global phenomenon that has been identified to portray unequivocal discrimination in society in relation to favoritism with regard to who controls resources. Gender inequality is also described as a series of interrelated issues that concerns treatment given to men and women (Sen, 2001). According to Arora (2012), gender inequality is attributed to the existing inequality in men's and women's world, as it concerns sustainable industrial development, natural resources management and access to leadership role, education as well as health. On gender inequality, individuals are treated unequally, denied similar rights or opportunities in different fields such as management of natural resources, social development, industrial development, economic growth, political leadership and in having access to quality education.

In industrial settings, there are manifestations of gender inequality where women are frequently sexually harassed by superiors and even some subordinates. It is also argued that sidelining of women leads to harassment. Women have less promotion opportunities, and they are coerced to submit themselves sexually before getting promotion in some workplaces. In addition, women find it difficult to have a breakthrough into senior management cadre in most institutions and industrial openings, even as (Van den Brink, & Benschop, 2012) opines that women lacks the abilities that are good in comparison to the abilities of men. Women are thought to be better at housework than in managing public resources as do men that are thought to be more suitable at controlling resources to earn money to provide essentials for their families.

Women's empowerment alongside the men is a solution to gender inequality. In addition, women's empowerment is also a pragmatic approach that focuses on women's industrial contributions as well as their future actions. The criticisms of women's behaviour and the disregard of men's flops can result to inequality (Kim, Fitzsimons, & Kay 2018). When there is increase in women's rights, it means that they can have more opportunities to assume higher positions in the economic, and industrial fabrics of the society. To this end, women will be willing to occupy higher managerial positions. This can close the huge inequalities prevalent in labour force participation as well as in employment issues (Klugman, Kolb, & Morton 2014). Furthermore, as women become aware of their rights in public institutions, women become prone to having equal choices as do the men. In which they can jointly streamline the recruitment process. In advent that women and men have similar needs during recruitment, most institutions may exclude women from stringent requirements (Kim et. al., 2018), and that may instill the awareness of improving gender equality among women and men in the workplace.

By assessing social roles and its impacts, the community is viewed as a homogeneous unit that considers the positions and conditions attributed of women and men in society (Jijelava & Vanclay 2014). Women are disproportionately affected by negative working conditions that lacks a consideration of their perspective, positions and roles regarding certain work situations and strategies that are implemented in different industries (Fletcher & Tham 2014). To this end, there are four transformative gender-inclusion factors that are essential to consider: i) economic opportunity and job type in the labour market (Van-Nederveen & Meerkerk, 2018), ii) having access to autonomy, agency, and empowerment (Kabeer 2013), iii) interaction between gender, race and class (Weldon 2006), and iv) power dynamics that influences social and job market disparity between socio-cultural structures that informs about gender-inclusion that can provide value businesses, economic growth and policymaking for gender inclusion (Harcour, 2019).

Gender equality of women's and men's perception, knowledge and ability can enable a contributory effort toward sustainable natural resource management among key participants in communities, countries and global settings, as both men and women don't tend to downplay each gender opinions, efforts and interests in the value of and relation to their contribution toward making concerted developmental efforts. During dialogue processes, key facilitators often pay attention and deliberate on power hierarchies as well as to specifically assist individuals who are hesitant to give their voice. In the same vein, facilitators can also support powerful actors to recognize each project strides and respect others' intense contributions in the community. Certain criterial can be explored in power dynamics to ensure collectivity. Such criteria can support in analyzing power imbalances among women and men in community leadership, private sector leadership, natural resources management, local, state, and federal political authorities Burnley & Ziegenhagen (2014).

An inclusive, and equitable role in natural resources management and development initiative can engender investment opportunities and decisions toward identifying the specific requirement of women and men. It is crucial to discover one or several other common goals that key participants recognize as seen relevant. There can be further negotiation to identify actions or projects that included women and men being active contributors, and that bring gains to the whole community Burnley & Ziegenhagen (2014). Inclusiveness aimed at triggering changes in the inequality that prevent women from assuming leadership roles for longer-term transformations. Women are to have equal voice to influence natural resources management and development decisions within the facilitator forums. However, there might be need for some changes to the underlying factors among women, such as deficits in self-confidence as well as sense of entitlement; which might call for men's support for gender equity. The sustenance of specific gender norms, can support in identifying key strategies that can achieve broader equity in context with dialogue as well as action planning that cannot allow women to become vulnerable target or to suffer the risk of repercussions from within or outside the dialogue period Burnley & Ziegenhagen (2014), in order to avoid this situation, the process of gradual engagement of women and men in separate fora of probing matters might otherwise indicate some reluctance while expressing opinions in a group context.

According to Burnley & Ziegenhagen (2014), an inclusive, gender tolerance, and equitable discussion in early stages of a development initiative can forestall sustainable investment decisions among stakeholders who take into cognizance the pressing needs of women and men. Therefore, it becomes imperative to find specific and crucial goals that all

developmental participants recognizes as steering in relevance to resources management. Facilitators of such development initiative can support women and men that are key principals in the project to negotiate and identify key actions that can bring prioritize gains for the entire community. In a situation where conflicts persist between the community stakeholders, there is choice for a third-party mediator who ensures and considers fairness in the process as well as other indicating measures in order to increase the confidence level of other participating stakeholders amid persisting power struggles and differences.

Inclusiveness dialogue is to trigger reformatory approach that can lead to longer-term changes, as well as triggering the aim for women to have equal voice in order to influence leadership and management of natural resources as well as in decision making among both genders. These changes can also influence the underlying inhibitors, such as shortcomings in women's self-confidence as well as sense of entitlement. In addition, it demands men's recognition for gender equity. However, such changes must not be coerced on gender nor be imposed so rashly that it results to harm or any form of backlash, but it should take a gradual process in such that it may tolerate norms and traditions at initial stage Burnley & Ziegenhagen (2014).

The challenge of gender inequity is attributed to the disparity between women and men, therefore, to change inequitable gender relations, it requires working with both women and men together. Meanwhile, just giving privileges to women only can also provoke strong resentment and repercussion from men, thereby worsening gender attitudes, dispositions and relations, jeopardizing the gains of a useful initiative in natural resources management decisions Burnley & Ziegenhagen (2014). Therefore, it is critical to interact with principal agents of change: such as individuals in government, civil society groups as well as the private sector which also include male and female who are fully prepared to play the role of advocates for women's equitable inclusion in public, natural and human resources management, attracting voices and concerns that serve as agents of change. This can enable an institutional shift with priorities which might also lead to longer term institutional change, as well as more equitable natural resources managerial or governing roles.

The actualization of gender transformations to its fullest state might require positive changes in the mind, opinion, attitudes, value chain and practices of programmes initiators, skills, opportunity test, tools related to the implementation of gender-inclusive processes in resources management. Changing deficit behaviours, norms as well as structures is critical, complex, requires time, and may solicit further changes in policy making, legislation of laws and institutional capacity development training on the part of the government and its agencies. It also may require linkage between multiple actors and stakeholders across diverse levels while addressing power relations. Furthermore, the pursuit of equity in natural resource management and collaborative decision-making will not on its own proffer immediate solution to these broader gender challenges. Notwithstanding, gender inclusiveness dialogue that emphasizes natural resources management, women roles in communities and livelihoods of all can help to unravel the sources of gender conflict, disparity in development programmes between women and men, while also addressing the ways that can improve individual's livelihood resilience. These can provide also build channels of experiences in key processes of social and institutional changes that can be applicable in several domains Burnley & Ziegenhagen (2014). Finally, the inclusion of women and men in natural resources management has over time been viewed as a critical imperative in contemporary organizational, national and human resources management

settings across borders, even as most companies and government offer a variety of policies that stretches the legal minimal limits in order to include and retain female talent.

Impact of Women Participation in Sustainable Industrial Development

Women are mostly deprived from participating in sustainable industrial development opportunities beyond their community boundary due to social and cultural factors that sideline them from assuming positions outside their communities. Some community members have the perception that women have no reason to go out of the community, but she is seen as one who should stay at home and take care of children. According to Mensah (2019) sustainable development is a contemporary phenomenon that has attracted broader attention than other development. However, development as a concept suggest how human capacity is increased overtime toward initiating fresh structures, coping with problems, adapting to new changes and striving purposefully and creatively to achieve new goals. Furthermore, Todaro & Smith (2009) describes development as a multi-dimensional change in societal structures, positive attitudes as well as national institutions, economic growth, clear reduction of inequality and eradication of pervading poverty.

Sustainable development is an approach to sustainable growth and human development that focuses in meeting the need of the present society without compromising or altering the ability of future generations. There are further attempts in ensuring that development is broadened to involve women as catalyst of sustainable development. Women in development is another aspect of development projects that raises the emblem for women to participate in sustainable development. This because women play multiple roles in families and communities such as providing care, support and nurturing of families. Women play crucial role in community development and can participate in leadership roles within or beyond community structures.

Industrial development can be viewed as the advancement and growth in a country's industrial landscape, institutions and structures. The participation of women in a country's industrial development remains a major mile stone and prerequisite for its transformative change in the economic advancement as well as its status as developed society. Achieving industrial development in any country, the participation of both women and men is very critical. Women can be educated, empowered by government and supported to participate in sustainable industrial development. The task of sustainable development requires the efforts of women and men to participate for meaningful progress. Women are the critical group which constitutes a major half of a country's population, and they are also major stakeholders in development at different levels, as well as positioned to play key roles in a country's industrial development strides Todaro & Smith (2009).

Women participation in development as opined by Todaro & Smith (2009) simply has to do with women involvement in development. It is beyond the means by which men are viewed as the only participants that can further development goals, at the expense of neglecting women as development participators as well. More so, development policies must have the aim of ensuring that both women and men are participating in development efforts. Besides, as Todaro & Smith (2009) emphasized that full participation in sustainable development minimizes setbacks in industrial development and makes room for the growth of the industrial sector where women are giving a fair playground to compete in the industry landscape for greater and better outcomes in sustainable and industrial development process.

Theoretical framework

The modernization theory of development propounded by Weber in 1940s was adopted. The theory argued that cultural postulations and norms of impoverished countries in Africa, Asia and Latin America are the primary impediments to economic and industrial progress. In line with this perception, internal social institutions, economic practices, political governance and societal customs were responsible for underdevelopment in these continents. Modernization theory postulates that countries would need to adopt industrial practices such as the establishment of industries and a capitalist system that allows both women and men to participate in building an industrialized society.

Materials and Method

The descriptive survey research method was adopted, and the population of study comprises women in the nine South-South States of the Niger Delta region. The study utilizes purposive sampling technique to select the 400 respondents from the capital cities of each of the six States in the region. The cities and frequencies are, Yenegoa (66), Warri (66), Benin city (68), Port Harcourt (68), Uyo (66), and Calabar (66) with the help of research assistance from each of the State. The data retrieved were analyzed in percentage and presented in tables.

RESULTS AND DISCUSSION

Table 1: summary of responses on gender inequality in gender inclusiveness in natural resources management in Niger Delta

Variables	Frequency	Per cent
Strongly agree	146	36.5
Agree	148	37
Strongly disagree	64	16
Disagree	42	10.5
Total	400	100

Source: Nworgu & Amadi (2024)

Table 1 reveals that 146 (36.5%) respondents strongly agree, and 148 (37%) agree that gender inequality influences gender inclusiveness in natural resources management in Niger Delta region of South-South States in Nigeria, whereas 64 (16%) and 42 (10.5%) respondents strongly disagree and disagree respectively. Therefore, the study stands to accept that inequality influences gender inclusiveness in natural resources management in Niger Delta Region. This is supported by (Palencia et. al., 2014) that gender inequalities were more among women who had poorer self-perception than men.

Table 2: summary of responses on positive impact of women participation in sustainable industrial development

Variables	Frequency	Per cent
Strongly agree	182	45.5
Agree	112	28
Strongly disagree	74	18.5
Disagree	32	8
Total	400	100

Source: Nworgu & Amadi (2024)

Table 2 indicates that 182 (45.5%) and 112 (28%) respondents strongly agree and agree respectively that there is positive impact of women participation in sustainable industrial development in Niger Delta. However, 74 (18.5%) and 32 (8%) respondents strongly disagree and disagree respectively that there is positive impact of women participation in sustainable industrial development in Niger Delta region. The stand to accept that there is positive impact of women participation in sustainable industrial development.

CONCLUSION

Gender equality and sustainable industrial development is imperative for Niger Delta region's transformation into a fully established industrialized and modernized society. Significant progress cannot be completely actualized without the participation of women. There is need for gender equality in natural resources management and industrial growth in which all individuals must be offered the opportunity to contribute to national development, and as each individual have the capacity and support to add value to development in the region, it will be transformed to an industrial hub.

RECOMMENDATIONS

Based on the finding of the study, the following are recommended

1. Gender inequality should be avoided when articulating on how natural resources should be governed for the betterment of all individuals in the community, cities and organizations.
2. Government should vividly roll out gender friendly policies that can encourage women to collaborate with male counterparts to contribute toward sustainable industrial development in Niger Delta Region.

REFERENCES

- African Development Report (2015). Growth, poverty and inequality nexus: overcoming barrier to sustainable development. African Development Bank.
- Arora, R. U. (2012). Gender inequality, economic development, and globalization: A state level analysis of India. *The Journal of Developing Areas*, pp. 147-164.
- Burnley, C. & Ziegenhagen, K. (2014). Supporting gender-inclusive dialogue over natural resource management. Policy Brief. Collaborating for Resilience, p.1-5.

- Cohen, P., Lawless, S., Dyer, M., Morgan, M., Saeni, E., Teioli, H. & Kantor, P. (2016). Understanding adaptive capacity and capacity to innovate in social-ecological systems: Applying a gender lens. *Ambio* 45(3), pp.309–321
- FAO (2014). *The State of Food Insecurity in the World: Strengthening the Enabling Environment for Food Security and Nutrition*, Rome: Food and Agriculture Organization.
- Fletcher, K. & Tham, M. (2014). *Routledge Handbook of Sustainability and Fashion*. Routledge Handbook of Sustainability and Fashion. London: Routledge.
- Harcourt, W. (2019). What a Gender Lens Brings to Development Studies. In *Building Development Studies for the New Millennium*, pp. 361–80. Cham: Palgrave Macmillan.
- Jijelava, D. & Frank, V. (2014). Social Licence to Operate through a Gender Lens: The Challenges of Including Women's Interests in Development Assistance Projects. *Impact Assessment and Project Appraisal* 32 (4), pp. 283–93.
- Kim, D. H. (2000). *Systems Thinking Tools: A User's Reference Guide*. Pegasus Communications. <https://thesystemsthinker.com/wp-content/uploads/2016/03/Systems-Thinking-Tools-TRST01E.pdf>.
- Klugman, J., Kolb, H. & Morton, M. (2014). Persistent gender inequality in the world of work. In *The Fletcher Forum of World Affairs*. The Fletcher School of Law and Diplomacy, pp. 133- 152.
- Mensah, J. (2019). Sustainable development: meaning, history, principles, pillars, and implications for human action: literature review. *Cogent social sciences*, Taylor and Francis online, 5 (1).
- Nederveen, M. & Elise, V. (2018). *Women Workers of the World United a Comparative History of Households, Gender and Work*. Nijmegen.
- Palencia, L., Malmusi, D., De Moortel, D., Artazcoz, M. B. (2014). The influence of gender equality policies on gender inequalities in health in Europe. *Social sciences and medicine*, (117), pp. 25-33.
- Reed, M. & Debra, D. (2011). Terms of Engagement: The Intersections Among Gender, Class and Race in Canadian Sustainable Forest Management. In *Reshaping Gender and Class in Rural Spaces*, edited by Barbara Pini and Belinda Leach, pp. 199–230. Burlington, VT: Ashgate Publishing Company.
- Sen, A. (2001). The many faces of gender inequality. *New republic*, pp.35-39.

- Springer, J. & Boe, K. (2016). Enhancing Learning and Collaboration on Natural Resource Governance in IUCN: A Natural Resource Governance Framework (NRGF) Mapping Analysis of IUCN Projects and Initiatives. NRGF Paper. Gland, Switzerland: IUCN and CEESP.
- Swamy, A., Stephen, K., Young, L. & Omar, A. (2001). Gender and Corruption. *Journal of Development Economics* 64 (1), pp. 25–55.
- Todaro, M. P. & Smith, S. C. (2009). *Economic Development*. London: Addison Wesley.
- UNDP (2006). *Human Development Report*, Oxford University Press.
- Van den Brink, M. & Benschop, Y. (2012). Slaying the seven - headed dragon: The quest for gender change in academia. *Gender, Work & Organization*, 19(1), pp. 71-92.
- Varghese, J. & Maureen, R. (2012). Theorizing the Implications of Gender Order for Sustainable Forest Management. *International Journal of Forestry Research*, pp. 1–11.
- Weldon, S. L. (2006). "The Structure of Intersectionality: A Comparative Politics of Gender." *Politics and Gender* 2 (2), pp. 235–248.
- Westermann, O., Jacqueline, A. & Jules, P. (2005). Gender and Social Capital: The Importance of Gender Differences for the Maturity and Effectiveness of Natural Resource Management Groups. *World Development* 33 (11), pp. 1783–1799.
- World Bank (2007). *Gender and Economic Growth in Kenya*, Washington, DC: World Bank.
- World Economic Forum. (2020). *Annual meeting, stakeholders for a cohesive and sustainable world*. Davos.