

FACTORS INFLUENCING WOMEN PARTICIPATION IN THE POLICY PROCESSES IN KILIFI COUNTY, KENYA

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ABSTRACT

Women participation in policy processes in Kenya is still far below the minimum one third public service requirement of Article 27(3) of the Constitution of Kenya. The study stemmed out of the need to assess factors affecting women participation in policy processes in Kenya, with a particular focus on Kilifi County. The proposal observed that women are central to the development process and their participation in policy processes was critical to unlocking the development potential of the nation. There was need to understand why despite subscribing and committing to international and local legal requirements, Kenya still lagged behind in women participation in policy processes. The study employed a descriptive study design and targeted women in the Kilifi County Government with a view to expose the challenges they faced in the participation of policy processes. The target population (N) was all 1828 women employees of the Kilifi County Government. Using a simple random sampling technique, a representative sample of sample 399.78 (n) was drawn from the population (N). The study collected data using other administered questionnaires that was preceded by a pre-test among five select women employees. Then code the questionnaire and prepare it for data entry and analysis. Numerical values are assigned to the responses on the Likert scale to make quantitative analysis possible. The answer forms a topic of analysis that is consistent with the variables and objectives of the investigation. The qualitative data obtained from the open project were also analyzed on the subject. The results of the analysis data are presented in the form of tables, bar graphs and pie charts. Findings indicate that a majority of respondents (47.8 %) had not participated in policy making processes. While the majority of women 72.5% disagreed that power and authority divinely belonged to men, a significant number (68.1%) were of the opinion that men and women were not treated equally. Opinion was however divided on whether the women felt that their voices counted when it came to policy making processes. An equal number 45.4% were in

agreement and disagreement at the same. The study recommended among others that the Kilifi County Government should seek to empower more women to participate in policy processes in line with the affirmative action policies of the government. The government should also ensure that more women were mainstreamed in policy processes through recruitment, awareness creation and pursuit of policies that sought to equip women to take up leadership challenges. Since, the power imbalance in the County was too pronounced; the County government can take deliberate action to ensure that it develops a strategy that will oversee more women mainstreamed even without having to wait for the national assembly to adopt the two thirds gender rule.

Key Words: Cultural Factors; Economic Factors; Political Factors; Participation of Women in Policy Processes

INTRODUCTION

Gender equality was first declared as an improvement plan in the Charter of the United Nations in 1945, and was therefore promoted in the Universal Declaration of Human Rights (1948) and the 2000 Millennium Development Goals. Kenya has signed contracts with the United Nations and other treaties that empower women. The key lies in the African Union Solemn Declaration on Gender Equality in Africa (2004), the African Charter of Human Rights and the People's Rights Protocol on Women's Rights in Africa (2003), to accelerate the implementation of the Dakar and Beijing plans. The Action Plan for the Promotion of African Women (1999), the Constitution of the African Union and the Dakar Platform for Action (1994).

Meaza (2009) pointed out that the basic elements that contributed to these fluctuations include the following obstacles, unequal socio-economic opportunities, structural barriers, inadequate access to mentors and support networks. In addition, researchers have represented that the structure of the rigid workplace and sexual stereotypes that have great dissociation women further from the leadership function and quality of social characterization from the role of leadership.

Although Kenya has signed a global declaration to prove the rights and equality of its people, the available literature shows that women actually constitute only a small part of political dynamics and authority figures. Efforts to empower women have also been delayed, a blow to fulfilling such international declarations. For example, a national working group on gender and education was established in 1995, but the policy was formulated in 2008. The policy establishes a framework for planning and implementing education in response to gender as training and research. In addition to efforts, Kenya actually lags in women representative in politics and decisions in the East African region. Political participation is a degree and type of contribution from residents in social management and the basic related, such as economics and culture (Gwee 2002).

Political participation with gender equality is one of the basic pillars of good governance, which includes opportunities for expression and opportunities for relationships among other fundamental rights. The third Millennium Development Goal (MDG) fully expresses that by

2015, all countries, including Kenya, must eliminate all gender differences in education and labor relations. In this sense, the Kenyan Constitution guarantees that women and men have equal rights and opportunities, and upholds the standard of non-separation and equity. Article 27 (8) and (81) (b) of the Constitution describe almost 66% of gender as a way to close the gender gap in elections and representation. The investment of women in the dynamics and legislative issues is a matter of fundamental freedom appreciated by the Constitution. It seeks to resolve many issues that have been at the center of Kenya's calls for gender mainstreaming since the 1980s.

Kenya's development history and demographic recommendations call for the establishment of vibrant women's associations in key decision-making bodies. There is a clear sign that although women make up the majority of Kenyan citizens, they still do not receive the attention they deserve in administrative positions. However, Kenya is a major economy in East Africa and in fact lags behind in describing sexual orientation in terms of political interests and dynamics. In the 2012 Gender Inequality Paper, Kenya was ranked 145 out of 186 countries (Human Development Report, 2013).

The 10th Parliament did not formulate the political guarantees established by the government for minority groups in society, due exclusively to a lack of political will (Nyanjom, 2011). It should also be noted that the current government comprised of the National Assembly, Senate, and county government does not meet the 33% requirement for basic constitutional gender representation. The situation was not any better in Kilifi County where out of 35 elected members of the Kilifi County Assembly, only two (5.71%) were women while out of 1,828 female employees only 15 were in management positions.

Statement of the Problem

In Kenya, women make up a little more than half of the total population and are an essential part of improving the democratization of the country's political framework. However, available information indicates that these issues have not been adequately resolved in the political and strategic position of public authorities. The conceivable clarification of this situation may be that the issue of sexual orientation in the constituent legislation and regulations has not received due consideration and review. This provides an early advantage for their male partner. Women are often placed on the edge of political authority. Due to the many social barriers, women are first doubly underestimated, because they are women and because they are government officials. From time to time, women's political data is preserved. In their public and private life, women must endeavor to explain their wishes and follow their own voices. For a long time, women have been seen as extensions of men; as individuals who cannot stand alone politically, they must be established by men. Although some researchers have recently begun to document the leadership positions of Kenyan women, such documentation has not focused on factors that hinder women from participating in policy formulation and governance and more so in counties such as Kilifi County where the number of women employees was almost equal to that of men and yet the number of women in management positions at 0.40% of the total number of employees was almost insignificant. Therefore, this study stemmed out of the need to assess the factors that hindered women from participating in policy formulation and governance in Kilifi

County, Kenya.

Objectives

The study was based on the following objectives.

- i. To examine the influence of cultural factors on participation of women in policy processes in Kilifi County.
- ii. To examine the influence of economic factors on participation of women in policy processes in Kilifi County.
- iii. To examine the influence of political factors on participation of women in policy processes in Kilifi County.

LITERATURE VIEW

Theoretical Framework

The research is guided by feminist theory which explores the positive impact of these gender divisions and differences on public activities, and attempts to understand the abuse of women and the design to advance this persecution and submission on the public stage. The views of feminist activists take into account the many similarities between genders, assuming that women and men have the same potential in transforming personal events. The contrast that recognizes this potential in this way should come from remote mandatory requirements and the influence of social base and quality (Nzomo, 2005).

Feminist theory puts forward three broad perspectives that attempt to clarify the shortage of women among senior managers in the general and private spheres. The main point of view is close to domestic variables. Among them, the lack/scarcity of women in administrative positions is attributed to psychosocial connections, including women's own personality qualities, opinions, and social skills. Personal components include self-confidence and self-confidence, lack of inspiration and desire to recognize the need to "to go up the ladder", low potential for leadership, lack of self-confidence, lack of enthusiasm and determination, and lack of ability to respond to emergencies (Bond 2006). Besides, personal factors such as self-confidence, certainty, smart imagination, decisiveness and reliability help women rise to higher positions of authority or formulate strategies. (Singh & Shahabdin, 2000).

The worldview of structural or institutional variables further believes that women's disadvantages in hierarchical design (small number of people, limited access to resources, and low power) shape and characterize women's behavior and status. The rationale for this vision is that people can do it too and focus on the desired management location. The problem boils down to construction, and the solution is to deal with key changes in institutional arrangements and practices that are untimely segregated. Structural factors that negatively affect women include biased arrangements and promotional trials; men are protected from women in administrative positions; non-participation in strategies and laws that guarantee the cooperation of women; Due to the power structure of the workplace, the power preparation and display capabilities Freedom is restricted (Bond, 2006). The structural elements that affect the successful cooperation of women mainly include the existence of a hierarchical guide, a good

orientation framework, the improvement of the legitimate employees of women, the direct organization and promotion skills, the management of the support of women. women, access to data innovation and an adaptive plan to complete the job.

The last point is that of Smulders (2008). He studied the cultural factors that link gender factors with organizational structural factors. His examination was concerned with the social development of gender and the assignment of roles, obligations and clear expectations to women and men. "Gender-based work is irrelevant to the work environment. It is communicated to the work environment and is retained on the basis that problem entertainers, whether primary or secondary, accept social and social realities" (Smulders, 2008: 50). Social variables lead to clichés about women's abilities in social settings. The view that senior management positions are reasonable for men makes women optional positions. This emphasis is established in the work of women as mothers and parents.

The framework of this research depends on UNESCO's (2009) gender mainstreaming approach, which envisages ensuring that women and men receive similar benefits from investments in ideological group measures. Mainstreaming infers reconciliation from what can be considered optional in the core and basic dynamics of membership (UNESCO, 2003). Kabeer (2009) conceptualizes the empowerment in term of assets, positions and achievements through decision-making, while Unterhalter (2011) distinguishes the four aspects of strengthening in specific knowledge, society, politics and finance. School education is basic because it promotes gender balance and benefits women, it is a method that is usually based on gender differences and prohibitions (UNESCO, 2011).

In the process of advancing political politics, women's needs and interests have been marginalized. Reasonable institutional procedures must be established to recognize gender equality in the participation of political parties. This is even urgent in light of the Constitution's provisions on gender equality and the 2011 Political Party Law on gender representation. The United Nations establishes the mainstreaming of sex as a "system of transforming women" that is in the interests of men, and finds the necessary elements in the planning, execution, observation and evaluation of all arrangements and projects in the political, financial and cultural fields so that women and men The same benefits, but this imbalance will not spread. "(United Nations 2007:28 as cited in Unterhalter and North, 2010: 390) Empowerment is seen from the viewpoint of Kabeer (2009:437) who holds that it is an interaction by which the people who have been denied the capacity to settle on decision obtain such capacity. It is in this way a decision from debilitation to strengthening and an extension in the people groups' capacity to settle on essential life decisions.

Empirical Review

The degree of women's work in the public sphere is an indicator of women's participation in national administrative decision-making. Kenya's supplementary control statistics in March 2001 showed that women were transferred to low-wage and low-welfare occupations in public assistance in terms of wages and motivation. The convergence of women decreases as the level of the work group increases. The larger the work group, the fewer women. In the end, compared

with men, only a small percentage of women are in a key position that will produce and influence strategic actions. This study seeks to discover how the level of work performed by women in different parts of Kenya affects their participation in the policy process.

Kenya's record of political improvement is characterized by demands for decentralization. In this region, women must take the initiative and develop curricula that provide a space for them as one of the marginalized groups in Kenya. When it became independent in 1963, Kenya was a country with a decentralized constitution and gender issues were well addressed. This situation changed during 1964-1969 through carefully coordinated constitutional amendments. The gender issue was discarded in this way. When presenting their views to the Kenya Constitution Review Committee (CKRC), many women believe that the return of the army should be restored, because this will: Give them the same parliament and community representation; guarantee the most prominent women the right to land and other assets; Ensure that some general rules of the extended framework are incorporated so that approximately 33% of all elected positions and public arrangements are attended by women; to issue licenses for self-employed applicants in general occupations to protect women from the choice of political parties; to ensure that women are in the legislature, Reasonable representation in regional and local councils (CKRC, 2002). There is no doubt that women in Kenya are weakened and alienated from the government.

The 2002 general political decision-making results provided by the Electoral Commission of Kenya (ECK) show that since self-government in 1963, there have been more women participating in discretionary legislation issues. 97 women were elected to parliament, compared to 2,043 men, and 9 women were elected to parliament, while 201 men were elected. Therefore, eight women were appointed Members of Parliament. While women's dynamic interest in Kenya's democratizing interaction may have activated more women than ever before to represent the city's parliament and decision-making, multi-party time has not triggered planned concerns about women's issues, nor has it strengthened its discretion in government departments. Cooperation. trouble. Unless their basic requirements are met and their advocacy problems are often met, women will not achieve any major milestones (Plan for the Promotion of the Political Process, 2003).

In Kenya, the county government is a fundamental enhancement of the management structure of the central government. Their capacity is to provide guidance, welfare, accommodation, water, sanitation, urbanization and support to offices and administrative departments. At this time, the neighborhood experts were coordinated into city, urban, municipal, metropolitan and regional chambers of commerce (Government of Kenya, 2001). Those who administer local authorities are elected as members of parliament and leaders of the city council. Although women have played a key role in the Internet since freedom, they have performed poorly in the decision-making of community authorities. Women`s Bureau / SIDA (2002) pointed out that not many women have been elected as councilors. Men account for the vast majority of citizen chairpersons and committee administrators. What needs to be discovered is what has increased women`s limited support for legislative and dynamic issues at the community level.

Månsson and Färnsveden (2012) point out that women often encounter more obstacles in

obtaining training and skills development due to different jobs and responsibilities within and outside the family and gender biases. Therefore, interest in primary education is especially important for women, and secondary education should be covered as vocational training. The different difficulties faced by women include the lack of reasonable tools on the part of ideological groups to ensure that women enjoy the same freedom in the political process. There is no government policy on minority groups in society and its basic design does not support women. Most of the meetings did not have a component that empowered women to participate effectively in the activities of ideological groups. Cornwall and Goetz (2005) argue that women enter political circles through intentional or forced standards that enable them to become interested in ideological groups. It would be great if ideological groups accept quantitative frameworks as a way to ensure that women make strong investments in party issues. The different difficulties include social standards that link women to private circles, and the stigma associated with the issue of women's participation in legislation, which is a generalization of the masculine sphere of government issues. Compared with men, women's education levels are equally low, and the lack of training and mentoring opportunities exacerbates women's difficulties.

Women's low participation and representation in national public and political institutions such as the Senate, the National Assembly, and the county assembly invalidate the values established by the Constitution. Kenya has entered a stage of equality of sexual orientation in terms of its responsibilities to different United Nations (UN) goals, like the Convention on the Elimination of Violence against Women and Universal Declaration of Human Rights (CEDAW) (Nyanjom 2011). It also retains the 1966 contract on civil, political, economic, social and cultural rights. In 1985, the country was at the center of the sexual orientation equality initiative in promoting the development of a forward-looking strategy for the advancement of women in Nairobi, and was at the forefront of arrangements for the African Continental Conference. The "Beijing Platform for Action" adopted by the International Conference on Population and Development in 1994 and 1996. However, although Kenya has agreed to bear the burden of this claim worldwide, gender mainstreaming has been subtle. Githinji (2010) found in her Kenya 2030 Vision Survey that continued gender equality makes women engage in low-paying jobs, even though most of the labor force has increased from 18% in 1966 to 30% in 2006, and may even reach 55% by 2016. It should be noted that realizing the sexual values specified in the 2030 Vision will not be easy. Karl (2001) recognized some deterrent factors that hinder women's interest in political issues around the world. They include different factors such as low level of education and ability, low access to monetary assets, social mentality and generalization, religion and socialization. Cooper and Karl (2002) found that women face pressure in work, family and friendly environments. In addition, women are expected to acquire male initiative qualities and board skills, such as strength and self-confidence, to master their own careers.

Researchers such as Tremblay (2008) and Devlin et al. (2008) noted that there is a nearby association between the presence of women in parliament and the portrayal of impact issues (women's issues). Tremblay (2008) further accepts that ladies in parliament settle the requirements, wants and interests of women in every one of a country. Carroll (2004) established that a country's women's policy is designed to directly affect the population rather than men. Topics include family arrangements, maternal welfare, female genital mutilation

(FGM), education, and brutality against women. Oduol (2011) believes that there is a lack of institutional ideological group structure to improve women's investment. He criticized women's low participation in legislative affairs, so their representation in parliament and ideological groups is restricted. Ideological groups seem to be Waterloo expanding the image of women due to strict party regulations and cruelty towards women; the social boundaries between the different barriers seem to constantly end with the support of women to dynamic and dynamic legislative issues. Kenya's social beliefs and practices, such as a male-dominated society and love for the elderly, tend to make women more neutral. That is why Kenya's broad obligations to different gender equality conventions hardly limit the inequality gap (Nyanjom 2011).

Women and public policy processes

The Kenyan Constitution guarantees that women participate in decision-making bodies on the same conditions as men. However, the shortage of women in decision-making positions exceeds the correspondence inferred in the constitution. Kenyan women were frustrated and misled by the government. The government assured them that they would get more support in decision-making, but they were bombarded again, demanding that the same number of women be delegated to pastors, not to mention a lady in the vice president (African Technology Research Center) Act, 2004). The main concern with this approach is that despite this famous statement, the current political administration needs to exclude women from the political sphere because it does not seem to be ready to teach women similar abilities. What the Kenyan government needs is a few women to make their mark in the world, but there are many women who can make strategies. The research investigates the factors that influence participation of women in policy processes as indicated below.

Cultural factors

Traditional female/male work is deeply infected and celebrated in all Kenyan languages, instruction, extensive communication and promoting. The public view of women is generally negative. The best women are mothers, and their abilities and limitations are basically invisible (Obura, 2001). Such gender stereotypes and social prejudices are out of place in today's society. In today's society, female/male jobs and male-headed households are not the norm. As pointed out by the United Nations (2000), gender stereotypes are one of the most unshakable deterrents to the end of apartheid, and to a large extent the culprit responsible for the public's slander of women's work and abilities.

Women's subordinate status in the public seems to legitimize their prohibition of cooperation in the political and decision-making process. Many descriptions describe women as unfaithful, annoying, dishonest, stupid, and surprisingly naive (Kabira & Nzioki, 2005). In fact, even today, when it comes to real records, women are still avoided. When people remember, they are often people who need government help, rather than actors in the historical process. The importance of women in Kenya's political life and most decision-making processes should be actively investigated. The exam will investigate why Kenyan women are politically listless, but understand the immense political energy that is underutilized.

Karl (2001) investigated some of the variables that affect women's political participation around the world. Among the variables it refers to, it includes family status; company-related rights (maternity leave, employer stability, youth care organizations); business and compensation; double job weight; education and ability; access to monetary assets; legal rights; customs, Social mentality and religion; socialization and trust; cruelty to women; extensive communication; health; fertility control. It is fascinating to explore the extent to which these components have affected the current Kenyan women's legislation. Cooper and Davidson (2002) tried to study the problems that women often encounter in administrative positions. They found that women face pressure from work, family and social conditions. In addition, women must acquire male authority and executive skills (for instance, strength, self-confidence, self-confidence), as well as various requirements for leading careers and families. Different sources of stress include problematic work contacts with male supervisors and partners, obscene behavior, restricted freedom of promotion, and career advancement. This review attempts to find out to what extent these difficulties have affected Kenya's female legislators. The study further envisions inventing methods to help women adapt to the turbulence they face in participating in Kenya's discretionary legislation.

Historical researchers have shown that men in the traditional social order spend a great deal of time exercising masculinity, such as fighting and grazing, activities that are accompanied by more significant status, influence, and wealth. The women have hands-on experience in sports like housework and parenting, which makes them appreciate. In this way, when gender roles emerge in today's culture, it supports men more and keeps women away from violence and authority. Structural factors that prevent women from participating in the political cycle include the opposition of society, especially various people, against the female administration, ideological groups that do not participate in political goodwill to ensure equal interests and the image of women on partisan issues, and the lack of clear legitimacy. An important component of strategic support for the incorporation of the gender perspective at the national level.

Stereotypes of female leadership can follow the social component of social development. Although male gender roles are often very advantageous and bossy, female sex work seems less attractive and tame by nature. These tame gender roles and cultural assumptions hamper the support of women in government matters. Kenya's social knowledge and practices have solved the main obstacles to women's interest in political management and decision-making. For example, the practice of early, restricted and extra-organized relationships hampered the strengthening of women's and government policies regarding minority groups in society. This practice limits women's opportunities to further their education, which can open doors to women's political interests. Traditional public stereotypes that are outdated have long believed that women are well suited for housework and that political issues are especially suitable for men (Thomas 2004).

Gender is a social and social development factor and is fixed in sexual orientation work. It refers to the social, social, and psychological qualities associated with men and women that are given to men and women through socialization. Gender is a social tool responsible for assigning jobs that depend on femininity and masculinity. Supporting gender work distribution through socialization usually gives unique characteristics to social design. Sex and gender are not the

same, because sex is an organic contrast between men and women, and gender involves work constructed through various socializations of men and women. Gender roles will continue to change and develop over time. Due to the patriarchy and stereotypes of many African social orders, gender roles usually support men. Kenya's political support and representatives have always adopted an anti-female viewpoint, believing that women are only participating as citizens. Gender theory looks at the work of social design by shaping sex work in the public sphere. It depends on the power and status of women below the insight of the creative tycoon. This element of social construction is an indicator of the minimum chain of command. Female activist researchers call it a male-dominated society, where male sexuality completely controls all production and decision-making in the community.

Economic Factors

In fact, women's socio-economic conditions play a greater role in improving their support and participation in political decision-making institutions. In this way, access to creation methods and funding can affect women's participation in political foundations and designated institutions, such as the Senate, National Committees, and provincial assemblies. In most ethnic groups in Kenya, women do not have the right to land or property, but the Constitution guarantees them. This weakens their economic power, so they cannot promote themselves and perform effective political tasks, which are extremely costly. Therefore, this isolation of women's access to creative methods, especially land and property rights, has severely increased the low level of decision support for government and administrative affairs. Wanjala and Odongo (2010) noted that although there are many places where women are weak, women represent only 23% of people in the useful social order of Kenya. It is well known that these social orders have easier access to credit. This also fundamentally reduces the role of women in financial empowerment.

Afifu (2008) pointed out that poverty faced by women in rural communities is the greatest obstacle to their entry into electoral politics. The Census Report (2009) shows that there is a huge funding gap between the Kenyan metropolis and provincial organizations. Kenya's rural population is 63%, while the large urban population is 37%. Furthermore, the majority of women live in rural areas and their economic resources are limited compared to urban women. This makes it difficult for them to maintain a balance equal to that of men when it comes to public and surprisingly common appointments in government. Subsequently, empowerment of women with the support of literacy and data access can ensure women's full participation in electoral legislation. The empowerment of women's finances leads to the following responsibilities: Resources, especially finances, are crucial in the discretionary cycle during mission meetings, exposure and payment of appointment fees to select ideological groups and the Independent Election and Limitation Committee (IEBC)). When women gain political power, they are in an advantageous position and can influence key solutions for the government's executive and legislative branches. Empowering women with economic power, coupled with training and data acquisition, will free women from the shackles of the family and fully participate in government affairs and political decision-making.

Political Factors

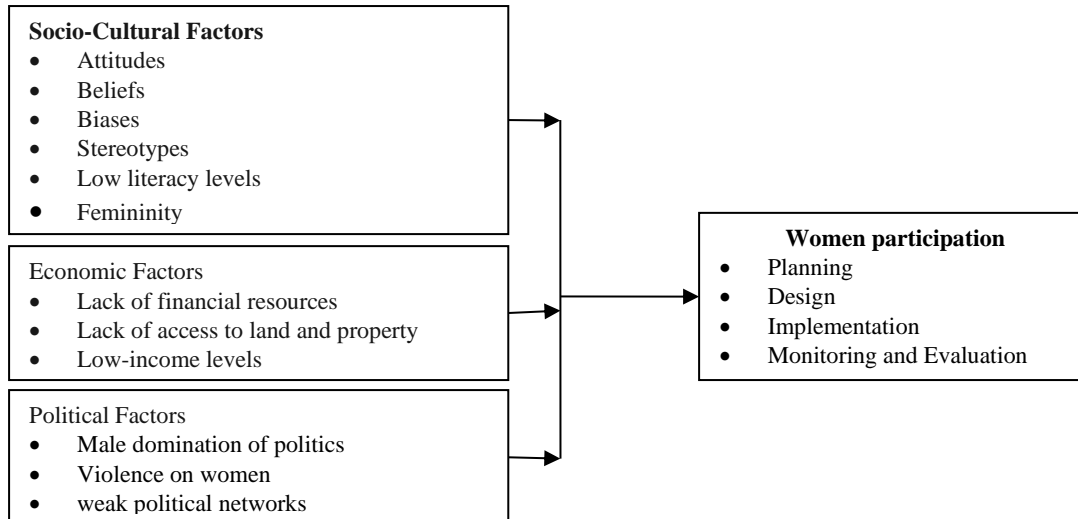
Among the political obstacles faced by women, accompanying factors are undoubtedly: Kenyan politics has always been tied to masculinity in this "male-only" way; most ideological groups are submerged by men, making it difficult for women. There are political organizations to activate; most open associations, like labor associations, are also overwhelmed by men; Kenyan women have never been organized to deal with government issues, and their preparations are not adapted to political management; the question of our composition and legislation is absolutely critical. In most cases, they tend to treat most women cruelly; Election-related malice is also another obstacle preventing female competitors from participating. Since women are considered to be the "weaker gender" in most African groups, they are often potential targets of political hooligans and hired thugs against them.

The male candidates are more likely than women to display political brutality and defamation in their main targets. Heavy attacks on candidates and their families often weaken them, causing many promising female candidates to ignore government problems together. Mittulah and Owiti (2011) noted that male legislators lacked political altruism to recall the political management of the individual, who would be credited with limited support from ideological groups. When the needs of women are ignored, there will be high infant and child mortality, untouchable population development, little financial development and low rural production, which will directly affect the personal satisfaction of the most affected citizens (Abidi 1992). In this way, the contribution of women in decision-making is an important step towards reducing poverty and the enormous income inequality between men and women.

Third Gender Rule Affirmative Action

Kang`ethe (2007) considers that although affirmative action is evaluated above all as the way forward, it should be considered as one of the tools to achieve equity and justice. Recognizing that women must find ways to use their mathematical advantages to consume political space requires consideration of Rwanda (Powley 2004; Huggins and Randell 2007) and Uganda (Cornwall and Goetz 2005). A sign of Kenya's imbalance in sexual orientation is the low number of women in dynamic positions and other institutions of public administration. The 10th parliament has about 10% of the images of women, which is well below the 30% stipulated in the constitution (IFAD 2010). The new constitution is a gender-sensitive registry, and that has led to supplements for women, including the corresponding ones: it expressly prohibits all types of separation, including the oppression of women, the guarantee of the image of women, in all in decision-making bodies, the government's regression of women's series has risen in commemoration (Kenya 2010b).

Conceptual framework



RESEARCH METHODOLOGY

This study used a descriptive research design. This is because the test attempts to establish a relationship between the two variables. The survey was carried out at the Kilifi County Government and specifically at the County Executive offices in Kilifi town and the County Assembly offices in Malindi town. The research targeted all the women in Kilifi County Government. From the population, the study targeted all the 1828 (N) women employed by the Kilifi County Government. A sample of 399.78(n) or exactly 400 women from the target population was taken. To select the respondents from the total research population, a probability sampling method was used. From the sample, purposive sampling techniques was used as a technique so as to specifically include the 15 women in leadership positions in the Kilifi County Government. For all the women to have an equal chance of participation in the study, the population (N) was subjected to a simple random procedure based on a simplified formula by developed by Yamane (1967).

The tools were tested on a group of five women employees with a view to ascertain the efficacy of the questionnaire. The study also gave the data collection tool to a statistical analyst to evaluate the questions and make suggestions. The study used various control measures to standardize the collected data, including checking for completeness and consistency before the data entry process. The questionnaires are classified by giving each questionnaire a unique identification number before data entry. The reactions on the Likert scale are assigned values, making quantitative analysis possible. Descriptive statistics (percentage and frequency) of quantitative data. The qualitative data obtained from the open project was analyzed on the basis of the research variables and the objectives.

DATA ANALYSIS AND RESULTS

The study targeted a total of 400 respondents out of which 207 representing 51.7% of the target respondents participated in the survey. Another 15 respondents were targeted for interview schedules out of which 9 participated. The age distribution of the respondents was as follows: - 18-22 (8.2%), 23-27 (43.0%), 28-32 (12.6%), 33-37 (22.2%), 38-42 (9.7%), 43-47 (3.4%) and

48-52 (1.0%). In terms of marital status, the distribution of the respondents was as follows, Single (53.6%), Married (35.8%) and separated (10.6%). In terms of education qualification, the distribution was as follows: - Kenya Certificate of Secondary Education (12.6 %), Certificate (10.1%), and Diploma (53.6%), University graduate and above (19.3%) and post graduate qualification (12.6%).

Women participation in policy processes

Asked if they had participated in policy processes, a majority of women (47.8 %) said that they had not participated compared to 43.0% who said they had participated and 9.2% who were not sure whether they had participated or not. Further examination of the responses shows that the higher the academic qualification, the higher the possibility of participating in policy formulation.

Influence of cultural factors

Men, Power and Authority

Respondents were asked their opinion on whether power and authority divinely belonged to men. A total of 72.5% disagreed with the statement while another 27.1 agreed with the statement as shown in Table 4 below. Less than half a percent were neutral on the response. On cross tabulation, more educated women, there was unanimity among the women in all academic qualifications.

Men and qualities of leadership

A majority of respondents (89.9%) observed that they did not believe that men had qualities that made them better leaders. Another 10.1% were of the contrary opinion and held that men had qualities that made them better leaders.

Men and women are treated equally

a majority of the respondents 68.1% were of the opinion that men and women were not treated equally. Another 31.9% were of the opinion that women and men were treated equally. On cross tabulation based on education, more postgraduates (16) seemed to agree that men and women were treated equally than those who believed they were not treated equally (10). This can be explained by the fact that more postgraduates women can hold on to any intellectual challenge that any man can hold onto.

Table 1: Men and women are treated equally

	Frequency	Percent	Cumulative Percent
Strongly disagree	57	27.5	27.5
Disagree	84	40.6	68.1
Agree	36	17.4	85.5
Strongly agree	30	14.5	100.0
Total	207	100.0	

Women and decision making expectations

A majority of the respondents (62.2%) agreed that women were expected to make decisions while another 30% were of the opinion that women were not expected to make decisions. Another 7.2% were neutral on the question. When subjected to cross tabulation, the ratio of women who said they were expected to make decisions rose as they rose in ranks and academic qualifications. The responses can be interpreted to mean that women became bolder in making decisions based on education and ranks.

Women, care giving and decision making

The majority of the respondents (83.1%) opposed the idea that women were supposed to be caregivers, housewives and therefore not meant to be involved in decision making in the community. Another 10.1% agreed that women were supposed to be care givers while another 6.8% were neutral.

Table 2: Women, care giving and decision making

	Frequency	Percent	Cumulative Percent
Strongly disagree	112	54.1	54.1
Disagree	60	29.0	83.1
Neutral	14	6.8	89.9
Agree	5	2.4	92.3
Strongly agree	16	7.7	100.0
Total	207	100.0	

My Voice Counts

An equal number 45.4% were in agreement and disagreement at the same time. Another 9.2% were neutral over whether their voices counted in the development of policy processes. The number of postgraduate and graduate women (41) who felt their voices counted was more than those who said that it did not count (13). The same was replicated when it came to designations with more senior women (45) saying that their voices counted compared to support staff (72) who felt that their voices did not count.

Men recognize women

The majority of the respondents (50.7%) were of the opinion that men recognized women when it came to decision making while another 45.9% disagreed, 3.4% were neutral. Those who had worked for less than five years (66) seemed to agree that men do not recognize women as compared (51) who thought that men recognize women. More women who had worked for between 6-10 years (39) felt that men recognized while another 22 felt that men did not recognize women. The data can be interpreted to mean that the likelihood of men recognizing women efforts in policy making was almost at a 50-50 chance.

Underwent cultural rites

The majority of the respondents (83.1%) said that they did not undergo any rites. Another 5.3% said that they underwent rites with 11.6% choosing to be neutral. The neutral responds can be

said to have undergone rites but which they did not want to comment about. None of the Graduates or Postgraduates underwent rites while those holding diplomas (11) underwent rites.

Political factors

Policy processes is a male only affair

The majority of respondents (56%) disagreed while 23.2% opted to remain neutral with another 20.7% agreeing. While those who disagreed were open about it, the neutrals are suspect and it could mean that they were in agreement with the statement but chose not to expressly state so.

Should more women have been elected to influence policy

Nearly all the respondents (97.6%) replied in the affirmative. Only 2.4% replied in the negative.

Political Parties dominated by men

A total 74.4% of the respondents were of the opinion that political parties were dominated by men while another 25.6% felt that parties were not dominated by men. The responses can be explained to mean that there were parties where even though women were part of the leadership their influence, power and authority was wanting.

Mechanisms to empower women

A majority of them (54.1%) replied in the negative. Another 28.5% responded in the affirmative while another 17.4% were neutral. When subjected to cross tabulation in terms of education, more educated women compared to less educated women were of the opinion that there were mechanisms to empower women.

Women oriented towards policy

Majority of the respondents were of the opinion that they were not oriented towards the processes 54.6%. Another 29.5% were neutral with another 16.0% saying they had been oriented towards the processes. This further confirms that a lot still needs to be done to empower women to participate in policy processes.

Public organizations dominated by men

The majority of respondents 79.2% answered in the affirmative while 14.0% were neutral, another 6.8% disagreed with the statement. The responses go to show that women believe that men have emasculated them in all spheres of life.

Economic factors

Women and finance

A majority of them 87.4% answered in the affirmative. Another 12.1% said no while 0.5% were neutral. The response can be interpreted to mean that lack of finance was the single most contributor to women's inability to rise to policy making positions.

Effects of Finance on political participation

A majority, 62.5% of the respondents observed that lack of finance hindered women participation in policy processes. Another 32.4% disagreed with 0.5% opting to remain neutral. The response can be interpreted to mean that financial muscle was an important factor in influencing policy decisions in Kilifi County Government.

Poverty is biggest hurdle

Majority of respondents 86.5% were of the opinion that poverty was the biggest hurdle while another 13.5% answered in the negative. The response can be interpreted to mean that the women were aware of the hurdles that they faced in their quest to rise to leadership and policy influence positions in their community.

Women and Resource Mobilisation

a majority of the respondents agreed 64.7% agreed with another 28.0% disagreeing. Only 7.2% were neutral in their responses. The response further confirms the hurdles that women face in rising to policy positions.

Women as Minority Employees

70.0% of the respondents answered in the affirmative while 28.0% answered in the negative with 1.9% being neutral. The response can be interpreted to mean that the population of women in Kilifi County was not well represented in the Kilifi County Government.

CONCLUSIONS AND RECOMMENDATIONS

Conclusion

Findings from the study confirm that the misgivings of the feminist theory that avers that there are persistent gender divisions and inequalities on social life that conspire to oppress, subjugate and subordinate women in social, economic and political spheres of the society. Based on this, it was quite evident that women in Kilifi County did not fare any better and were largely subjugated to non-policy making levels. As a result, their voices were stifled, they could not influence key decisions and had to depend on the males decided on their behalf. Further, the women were underrepresented in policy making levels thus denying them a voice that was critical in deciding the general welfare of their societies. They could not therefore effectively challenge the positions that had been taken by male counterparts who dominated policy process organs.

Recommendations

The Kilifi County Government should:-

1. Seek to empower more women to participate in policy processes. This should be in line with the affirmative action policies of the government.
2. Ensure that more women are mainstreamed in policy processes through recruitment, awareness creation and pursuit of policies that seek to equip women to take up leadership challenges.
3. Mobilize women to ensure that they address inadequacies and incapacities that would hamper their effective participation in policy process. This can be done through seminars and workshops in which gender awareness is conducted.
4. Since, the power imbalance in the County was too pronounced; the County government can take deliberate action to ensure that it develops a strategy that will oversee more women mainstreamed even without having to wait for the national assembly to adopt the two thirds gender rule.
5. Strategically invest in education of women and girls at all levels of education to ensure that the County has a full store resource of educated and empowered women who can take up policy processes with ease.
6. Involve and train men to accept that women are equally competent and can adequately participate in policy processes. This is because as long as men hold deep seated views about the capacities of women to participate and deliver in policy processes, then any efforts that will seek to equip women without men will fail.

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