WOMEN PARTICIPATION IN PEACE SUPPORT OPERATIONS: A CASE OF KENYA'S CONTIGENTS IN AFRICAN UNION MISSION IN SOMALIA, 2011-2020

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DECLARATION

This research project is my original work and has not been presented submitted for a degree in any other university.

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ABBREVIATIONS AND ACRONYMS

AMISOM	Africa Mission in Somalia
DPKR	Democratic People's Republic of Korea
KDF	Kenya Defense Forces
MENA	Middle East and Northern Africa
NATO	North Atlantic Treaty Organization
NGOs	Non -governmental Organizations
OAU	Organization of Africa Unity
OCHA	Office for the Coordination of Humanitarian Affairs
OXFAM	Oxford Committee for Famine Relief
PKO	Peace Keeping Operations
PSC	Peace and Security Council
R2P	Responsibility to Protect
REC	Regional Economic Community
ROK	Republic of Korea
TCC	Troop Contributing Countries
TFG	Transitional Federal Government
UN	United Nations
UN DPKO	United Nations Department of Peacekeeping Operations
UN PKO	United Nations Peace Keeping Operations
UNDP	United Nations Development Programme
UNOSOM	United Nations Operation in Somalia
UNPOS	United Nations Political Office for Somalia
UNSC	United Nations Security Council

UNSOA   United Nations support Office for AMISON

USAID   United States Agency for International Development

WFP   World Food Programme

WHO   World Health Organization

WPS   Women in Peace and Security

OPERATIONAL DEFINITIONS OF TERMS

Gender Mainstreaming: According to this study, gender mainstreaming consists of all strategies, activities and policies that are aimed at supporting gender equality such as the integration and other initiatives that encourage women participation in decision making across all levels.

Peace Support Operations: Is defined in the context of United Nations (2008) as all organized activities by the United Nations and other international bodies to support stability through the maintenance of peace and security globally. This also includes actions by military, civilians and the police coming together to support sustainable peace.

Peace Keeping Mission: According to the UN definition, peacekeeping is a role held by the department of Peace Operations as a unique and dynamic instrument developed by the organization as a way to help countries torn by conflict to create the conditions for lasting peace.

Contingent: This can be described as a group of disciplined forces that join a larger force in this case the Kenyan KDF, national police service and counter terrorism officers joining the AMISOM in Somalia Peace Support Operations.

UN Rationale: This can be described as the logic or explanation of justification for principles of opinion, belief, practice or phenomenon, in this case the UN rationale of women involvement in peace support operations.

Women Participation: Can be described as a conceived process and an outcome related to women's engagement in peace support operations.

ABSTRACT

The UN Security Council resolution 1325 expanded peace support operations by incorporating inclusion of women in its operations. However, the proportion of women in peace support operation is still low. The main aim of this study was to examine women participation in peace support missions in Kenya using the case of Kenya's peace keeping mission contingents in Somalia for period of 2011 and 2020. Specific objectives were as follows; to evaluate the UN rationale for women participation in peace keeping operation, to assess the extent of gender mainstreaming of women participation in peace keeping operations, to establish the proportion of women in peace keeping operations and to examine challenges to sustainable increase of women in peacekeeping operations in Kenya's contingents in Somalia between the period of 2011 and 2020. This study adopted liberal feminism theory in its analysis. The study adopted an exploratory research design. Target population consisted the Ministry of Defense, National Police Service and the National Counter Terrorism Centre. A sample size of 105 was used for the study. Stratified proportionate random and purposive sampling helped in identifying study participants. Purposive sampling technique was used in selecting key study informants for they were conversant with the official position of national peace keeping data and were authorized to offer relevant data for this study by their relevant organizations. This study used both qualitative and quantitative data. Questionnaires and interviews guides were used to collect quantitative and qualitative data from respondents and key informants respectively. Analysis of quantitative data was done through descriptive and inferential statistics. The interview guide generated qualitative data that was presented thematically in narratives and verbatim. Thematic and content analysis was also used. In data collection, the study achieved 82% response rate. In regards to findings, this study, in the first objective, found that through the UN rationale for women inclusion in peace support operation, there has been increased involvement of the women in peace support operations in Somalia. On the second objective, the study found that there were gender units and coordinators that were put in place to handle issues pertaining women seconded to peace support operations in Kenya. On the third objective, it was noted that there were women from Kenya who were working as UN mission experts. However, there were very few women who were working as military commanders and strategists. The study established that women experienced challenges in ensuring increased number of those participating in missions. Corruption among other factors was identified as a challenge marring the nomination and selection process of women to peace support operations. The study also found that women participation added value to the African Mission in Somalia contingents by reinforcing skill sets, increasing acceptance by the host country and reducing gender-based violence. This study recommends for more integration of women peace support operations. The study also recommends creation of awareness of established gender units and gender coordinators to enable more women become informed on issues and opportunities within peace support operations. It also recommends that qualified personnel be given opportunity in placement and need to enhance mechanisms geared to reduce corruption and nepotism while seconding personnel to peace support operations. Finally, this study recommends future research be done on factors influencing women participation in peace support operations not covered in this study.

This chapter provided a systematic overview of the proposed study taking the funnel approach on the background to the study. It offered discussion and explanation on the statement to the problem, objectives of this study, research questions, the scope and limitations of this study.

1.1 Background to the Study

The United Nations has for many years championed for women involvement in peace keeping missions around the world. The UN Security Council resolution 1325 (UNSCR, 1325) is the basis of the expanded peace support operations incorporating the inclusion of women in all matters of this operations at the national, regional and international level (United Nations, 2020). However, women participation is still under par as observed by UN Department of Peace Operations (2019). It noted that there is still slow growth of female personnel in active missions accounting for approximately 5% of all missions across the world (Braga, 2020).

Women participation in missions is critical as it seeks to address gender specific issues witnessed by women in the context of armed conflicts. The White House (2022) observes the role of the USA government, through President Biden, was championing the participation of women in all levels of decision making in country national security strategy. This is evidenced in the signing of Executive Order 14020 in March 2021, which sought to establish White House Gender Policy Council. This provided mandate to the government strategy towards the promotion of gender equality with clear action plans for corresponding government agencies. The national strategy was then released in October 2021 to advance gender equality and equity and to recognize the importance

of women inclusion across all levels of the government, leadership, security and development. The USA government has since then invested in recruitment of the women in security as well as developing women's capacities for more involvement.

The White House paper of 2021 further argues that the government had adopted a foreign policy to enhance the number of women participations in the international forum in USA funded projects, training, laws, security and peace process. This has seen the promotion of women in leadership and policy as well as in military evidenced in Guinea-Bissau where women military were trained on explosives and armory, managers and storekeepers, a role which was previously reserved to the men. The women have also been involved in countering and mitigating violent extremism where in Finland, a US program supported women-led organizations "Mixed Finns" to eradicate racial discrimination by encouraging diversity through school workshops and podcasts. The approach has also been implemented in Kenya, Tanzania, Turkey, Tunisia, Mali, Lebanon, Philippines and Niger to overcome extremism where women networks have been greatly used in advocacy.

While there are progress in the USA domestic and foreign policy on improvement in women participation, Smit and Tidlad-Lundholm (2018) note a contrary situation in the EU where there is inadequate growth within the European Union member states evidenced in the EU missions and operations in the year 2008-2017. The authors observed that the EU made deployment of 2682 military personnel, 801 international civilians and 340 police officers. Out of the personnel, only 5.9% of the women were in military, 10.9% were police officers while 27.8% were civilians. The EU further notes that the personnel are recommended by their Members States hence they do not have direct influence in the recruitment and enhanced participation of the women. This

means that the EU member states have not made adequate progress in the enhancement of women participation in peace operations.

In the Asian continent, DPPA (2021) gives an account of the progress evidenced in the Women, Peace and Security global index that has provided a comprehensive measure of women participation in security and justice. In North East Asia that includes; Mongolia, Japan, China and Korea Republic, the countries have scored higher in gender index than the global average of 0.712 while Asia Pacific scoring 0.704. For instance, Japan scored highest at 0.823, Republic of Korea 0.816, Mongolia 0.776 and China 0.724 with remarkable improvement in China since 2017 having jumped ten sports in the rank.

The DPPA (2021) further observes that continued war between Democratic People's Republic of Korea (DPKR) and Republic of Korea (ROK) where over three million people lost their lives was stalling the peace process as a result of geopolitics and domestic issues. During this time, the women were in the frontline to organize peace movements in South Korea aimed at having a dialogue with North Korean women as well as providing humanitarian assistant to vulnerable populations. Women were also engaged in disarmament discussions, campaigning against militarism, educating the population on peace and reconciliation as well as peaceful resolution regarding nuclear issues between the US and North Korea. However, the participation of the women in all decision-making levels in the Korean peace process has not been fully realized as a result of prolonged division in the Korean peninsula.

An analysis by the UN Women (2018) indicates how there has been a decline in the UN resolved peace process in the last few years. The Middle East and North Africa (MENA) described as the least peaceful region in the world. Even though the UN, Civil

Societies and regional organizations have made efforts in peace process in the region, the progress has stagnated. However, the women participated in cohesion processes in Iraqi communities engaging in human rights issues and community rebuilding. In the MENA region, strategies that have been recommended to the increasing participation of the women have been adding voice through rights groups in public mobilization issues of human rights and justice needed in peace building. The women may also act as problem solvers and by enhancing confidence of parties in conflict. However, the women have experienced challenges that have hindered their participation such as qualifications, skills and experience which has not been applied equally to the men. The women have also been disregarded in active participation in peace process while other women have been told that politics is not a place for the women.

In Africa, Tawiah (2018) opines that woman are recognized as custodians of culture and family. However, during conflicts, the women are not represented in peace negotiations and reconstruction of community. Tawiah (2018) argues that though the African women continues to experience the impact of war yet they had not been involved as combatants. However, as civilians, they assist the combatants at time of need. Despite this, women participation has not been significant in policy areas and decision making as a result of their absence from decision making process at the local and regional level. Many of African peace process bodies do not involve the women, the youth and the civil society. Additionally, there is no priority in developing women's capacity to address conflict issues to build a stable and peaceful democratic Africa. Women have also remained absent from government policy dialogue on critical security and peace issues that are felt as significant in sustainable peace.

Even though the UN resolution 1325 on women, peace and security (2000) recognized the importance of the women in conflict resolution, participation in peace keeping, peace building and security, protection of the women and girls in war and prevention of gender-based violence, the percentage of the women in peace talks has been constant at single digits since 2000. Tawiah (2018) adds that about 19 African States have since adopted resolution 1325 to develop national action plans where countries such as Kenya, Central Africa Republic, Burkina Faso, Ghana, Burundi, Rwanda, Liberia, Nigeria, Mali, South Sudan, Togo, Uganda, Sierra Leonne and Guinea Bissau have signed up to the implementation of UN resolution 1325. This has seen improvement in women representation in ministerial positions since 2005 where the countries have recorded increased progress while others have stagnated. For instance; Rwanda has maintained the lead at 35.5% in 2005, reduced in 2010 recording 33.3% but there was improvement again in 2015 at 35.5%. Kenya has had steady growth as compared to other countries recording 10.3% in 2005, reaching 15% in 2010 and rising again in 2015 at 30%. Burundi has also witnessed steady positive growth since 2005; 10.7%, 28.6% and 34.8% which is the same in Central African Republic at 10%, 12% and 24%. However, the situation is not the same in Democratic Republic of Congo which had 12.5%, 12.5% and dropping to 8.1%. The participation of the women in ministerial position is however determined by successive governments and their political ideologies. The author recommends the need for Africa to include more women in peace process, enhance rosters of qualified women for capacity building for women in leadership, negotiation and mediation as well as election to promote more women in decision making.

In regions like in Sub-Saharan Africa, which has been the key focus for the UN Peacekeeping Missions, women involvement in operation is still low yet this countries

are faced with civil wars and acts of terrorism. In countries such as South Sudan, Democratic Republic of Congo, Mali, Sudan, Central African Republic and Western Sahara where in 2019, The UN deployed 80,000 peace mission personnel (Sharland, 2021), the number of women deployed in this missions remained very low as compared to their male counterparts.

Little participation of women in peace issues is not isolated to inter-state peace missions. Women participation in peace process in intra-state armed conflicts is still low. An observation of Wajir County in Kenya by Konde (2019), indicates how the region has experienced armed conflicts such as cattle rustling as a result of inadequate policing, availability of small arms and light weapons, high level of poverty and competition for scarce resources. The authors note that because women are not yet involved in peace process, their issues are rarely addressed. However, the increasing demand for women mediators have strengthened women leadership, enhanced coordination and building of capacity that helped in the establishment of Wajir Peace and Development Agency under the leadership of the women. The aim of the agency is to bring sustainable peace in Wajir County where the organization has involved professionals, youth, religious groups, elders and the government. This has seen diffusion of inter-ethnic tensions as well as dealing with community conflicts, engaging in peace process in Somalia, Ethiopia and Kenya's Rift Valley. The organization has also helped in monitoring conflict early warning and participating in conflict dialogue. However, women have experienced challenges like cultural beliefs, leaders' attitude towards the women, education of the women, religious beliefs and economic status of the women that have hindered their participation.

Notably the Africa Mission to Somalia (AMISOM) which informed this study saw Kenya Defense Forces (KDF) join hands with other African countries to intervene with the aim of securing territorial integrity and responsibility to protecting its citizens in the region. The Kenya forces commissioned an autonomous military interposition into Somalia in October 2011 as a retaliation tactic for al-Shabaab attack on Kenya's territory which later saw Ethiopia Forces joining the intervention that led to the AU and the UN to come up with the military concepts for operations for AMISOM (Kimutai, 2014). This intervention saw Kenya Defense Forces at first enjoining more women who took part in the peace support operations in Somalia as well as other missions unlike before. Women were however withdrawn from the frontlines. The Kenya military contingents have always been dominated by one gender, male, for several decades notably since Kenya gained its independence in 1963.

Even though there have been major changes in the discipline, there exist no agreement among researchers and scholars on the major reason of women exclusion in peace support tasks and in international politics (Carolyn, 2001). Studies by Chnghaile (2014) have equally shown a major stride of women being deployed to all major security regime such as the police, civilian and military positions and have made several remarkable impact on peace keeping assignments across Sub-Saharan Africa. This includes the support by women in building peace and in the protection of women's fundamental rights in all spheres of life.

The UN is known to encourage and advocate for increased placement of uniformed women in all operations (UN, 2008). The obligation of women placement into the military or the police is solely the responsibility of all the UN member states. The United Nations Police Division commissioned 'the Universal Effort' of recruiting more

women police officers into the national police services as well as the United Nations operations globally (United Nations, 2003). The UN target by year 2028 is looking at having more women serving in the police and in military contingents with about 15 percent and 26 percent for both military and staff majors respectively. This has been anchored in resolution 1325 of the UN Security Council.

Most dominantly as studies indicate, the genesis of peacekeeping operations is found in Sub Saharan Africa region following the Suez crisis of 1956. This as well, was linked to the Congo crisis leading to the UN formation in Congo by the end of 1960 (Weiss, 2001). These two cases opened up to other subsequent missions in the region though less efforts have been made in coming up with new and diverse strategies for Sub Saharan Africa's peacekeeping operations.

Thus, there have been limited attempts beyond the UN strategies to monitor peace keeping operations to contain the developing conflicts witnessed within the continent (Wiseman, 1984). Therefore, peace keeping in Sub Saharan Africa has predominantly been the issue of the UNSC strategy which largely has been seen to bear minimum fruits. The case of AMISOM in Somalia is an example that has seen the AU come up with the approach, strategy and implementation similar to that of the UNSC. The continued civil wars in Somalia and the emergence of Al-Shabaab terror group in the mid 2011 saw some African countries such as Ethiopia, Kenya and others join effort by invading Somalia with the approval of the UNSC under the Responsibility to Protect regime (Gareth, 2008). The Somalia civil wars can be traced back to early 2006 which saw the United States grow concern over the instability in Somalia (Gareth, 2014).

The growing faction of the Islamic Courts Union (ICU) and the Alliance of Islamic-Based Divisions have reportedly sheltered terrorist groups together with those who

might have blasted the American Embassies in Tanzania and Kenya in 1998. The US had made stringent resolutions by declaring war against terror, a move that saw the UN adopt the same (Heinlein, 2014). The US further vowed that the ICU preserved rapport with the Al-Qaeda extremist grid which was later involved in the September 2001 bombing of the United States' World Trade Centre in New York.

The Kenya Defense Forces (KDF) was involuntary drawn into military intrusion in Somalia in October 2011 as a retribution for al-Shabaab attacks on Kenya. The attacks also included kidnapping of western foreigners visiting or working in and from Kenya. The capture of foreign nationals was aimed at collecting ransom (Chonghaile, 2014). Besides these, there were some reasons for the intervention. Some studies have indicated that the Kenyan move was also to foster its political interests. Around this time, Ethiopian forces also entered into Somalia and led an advanced offensive attack on Al-Shabaab militia groups in Somalia. Ethiopian troops advanced the militia group on regions to the North of Somalia such as; Hiraan, Bakool and across bay regions (Hussein, 2014).

By December 2011, the African Union, and other various partners came up with new strategies and military ideas of actions for AMISOM to have an explanation of these new expansions in Somalia hence the birth of AMISOM peacekeeping mission in Somalia. This formation later saw several Sub Saharan Africa countries sign the Memorandum of Understanding to joining AMISOM where countries such as Kenya, Djibouti and Sierra Leone joined (Jackie, 2008) even though the mission changed for Kenya when it unilaterally invaded Somalia with the theme of protecting its territorial integrity.

The AMISOM offered a broader spectrum of responsibility to protect civilians as well as capturing of several territories within Somalia from Al-Shabaab such as from the suburbs and outskirts of Mogadishu, such as Afgooye corridor and areas connecting the capital to the larger agrarian town of Afgooye on the Shabelle River. Kenya's military offensive against the al-Shabaab militia group formally occurred on the 16 October, 2011 (Kioko, 2014). The UN Security Council Resolution 2036 saw change of tactic as it allowed several other African countries deploy their troops under the AU guidelines. The study intends to examine the participation of women in peace support operations in Kenya by looking at the peacekeeping mission in Somalia by the KDF and the AMISOM in Somalia for the period of 2011 and 2020.

1.2 Statement to the Problem

The adoption of UN Security Council Resolution 1325 has seen many women enlisted to provide peace and security to their respective countries and hence seconded to peacekeeping missions across the globe. Statistics on the proportion of women in peace support operation show that women involvement still lags behind even with clear guidelines that have been provided for and adopted by the United Nations Security Council (UNSC) Resolution 1325 that seeks to have respective countries enjoin more women into the uniformed functions and peace support operations to catch up with their male counterparts.

Though many women in uniform have demonstrated that they can accomplish similar tasks and roles as their male counterparts under same working conditions and environment, the processes of recruitment and inclusion globally has not met the UN recommendations of raising women participation to 15 percent and 25 percent for military and staff officers respectively by 2028. This is worse in Sub Saharan Africa,

the Horn of Africa which is still experiencing civil wars or acts of terrorism. It is for this reason that this study intended to assess the contribution of women in peace support operations in Kenya, taking a closer look at the peacekeeping mission by contingents in Somalia for the period of 2011 and 2020. Therefore, this study sought to assess gender mainstreaming of participation of women in peace support operations and have closer analysis of challenges to sustainable increase of women into peacekeeping missions predominantly in Kenya for the period of 2011 and 2020.

1.3 General Objective

The overall purpose of this study was to examine women participation in peace support operations using a case of Kenya's contingents in Somalia for period of 2011 and 2020

1.3.1 Specific Objectives

i. To evaluate the UN rationale for women participation in peace support operations of Kenya's mission contingents in Somalia in the period of 2011 and 2020.

ii. To assess the extent of gender mainstreaming policies of women in peace support operations of Kenya's mission contingents in Somalia in the period of 2011 and 2020.

iii. To establish the proportion of women in peace support operations in Kenya's mission contingents in Somalia in the period of 2011-2020.

iv. To examine challenges to sustainable increase of women in peace support operations of Kenya's mission contingents in Somalia in the period of 2011 and 2020.

1.4 Research Questions

i. How does the UN rationale for women participation influence peace support operations of Kenya's mission contingents in Somalia in the period of 2011 and 2020?

ii. What gender mainstreaming policies of women in peace support operations of Kenya's mission contingents in Somalia in the period of 2011 and 2020?

iii. What is the proportion of women in peace support operations of Kenya's mission contingents in Somalia in the period of 2011-2020?

iv. What are the challenges to sustainable increase of women in peace support operations of Kenya's mission contingents in Somalia in the period of 2011 and 2020?

1.5 Scope of the Study

The scope of this study was delimited to women participation on security support operations in Kenya focusing on Kenya's mission on Somalia between 2011 and 2020. The specific objectives were to examine the UN rationale for women participation in peace support operations. To assess gender mainstreaming policies for women in peace support operations, to establish the proportion of women in peace support operations and to examine challenges to sustainable increase of women in peace support operations of Kenya's mission contingents in Somalia. The study was limited to a period of 2011 and 2020.

1.6 The Significance of the Study

The analysis deduced findings of the study on women participation in peace support operations in Kenya focusing on Kenya's peace keeping mission contingents in Somalia for the period of 2011 and 2020. The findings will offer insight to the policy

makers on possible areas of affirmative actions to enable enhanced participation of women in peace support. The policy makers will also recommend improvement in legal frameworks that will reinforce women participation in all levels of decision making within peace support operations.

To the security organs, the findings may be instrumental to security organs in Kenya and the recruitment and training institutions for security personnel. This will enhance recruitment of women in peace support operations thereby enrich diversity of future peace support operations. The women will feel empowered in their areas of work which will work as a motivating factor for more women in peace support operations.

To the future researchers and academicians, this study will offer foundation and substantial material for additional investigation and research and the creation of policy endorsements on how to bolster an all-round participation of women on peace support operations in Kenya looking at the case of peace keeping mission contingents in Somalia by the Kenya Defense Forces.

1.7 Assumptions to the Study

The study assumed that the relevant officials and the key respondents and informants were willing to share the required information to help the researcher gather enough data and information on women participation on peace support operations in Kenya, delimiting the study to Kenya's peace keeping mission contingents in Somalia for the period of 2011 and 2020. The study assumed that the desirable outcome on women participation on peace support operations in Somalia through Kenya's peace keeping mission contingents in Somalia were well achieved.

1.8 Limitations of the Study

The study was conducted in the month of August and September when there was general election in Kenya. Many of the security officers were busy as they were directly involved in general election with security issues. This reduced the number of responses as some were not able to complete the questionnaires while some did not return their responses. However, the researcher had distributed 150 questionnaires to cover for non-response that enhance participation in the survey. There were instances when the researcher found it difficult to secure time with the interviewees due to their business schedule. However, the researcher sought for a convenient time that was agreed upon by the interviewees hence increased response rate.

Financial constraint was a major challenge as the researcher did not afford to hire research assistants to assist in the study. This resulted to data collection extending beyond the expected minimum of two weeks. However, the long duration also benefited the research as it increased the number of participants. The researcher was also able to engage with the participants hence providing clarity on where the respondents did not understand clearly. The Covid-19 pandemic restrictions to get access to some of the government offices was an issue. However, the researcher employed alternative means of data collection using online google form that was shared among the security officers thus more privacy to the participants.

<center>**CHAPTER TWO**</center>

<center>**LITERATURE REVIEW**</center>

2.0 Introduction

This chapter highlighted scholarly works that were related to the topic of study. The literature was arranged thematically according to the stated objectives of the study. The chapter also considered theoretical framework, conceptual framework and summary of literature.

2.1. Literature Review

2.1.1 The UN Rationale for Women Participation in Peace and Security

Given the multidimensional perspective that peace operations may present, there is likely to be variations of mission impact from one gender to another according to the country in conflict. This means that personnel in peace keeping needs to have an in-depth understanding of the host country's conflict and how it is affecting the women and men. This can then inform effective decision making and implementation of peace keeping mission (United Nations, 2020). This review offered the study insight on selection and gender composition of the peace keeping contingents by noting that some countries are receptive to men and women differently hence such should be put into consideration while selecting troops. This study explored if such inform Kenya Defence Forces doctrine on UN peace support operations.

The United Nations has always had its clear guidelines on the aspects of gender and matters of military interventions or operations by all member states. The adoption of the UNSCR1325 by the year 2000 was a major landmark for women, peace and security (United Nations, 2008). The UN view of women participation in peace operations is

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that there should be equity and fair participation of both gender. The resolution 1325 presented four pillars which are considered as priority areas of focus for the women peace support (WPS) program: Involvement of women in decision making across all levels on matters pertaining to political, peace and security, protection and promotion of fundamental rights of the women and girls in conflict regions, preventing any kind of violence that may be directed against the women, putting an end to impunity as well as including the female gender in conflict prevention. This study investigated roles of women in the context of WPS. United Nations (2020) adds that another key priority area is the relief and recovery where there is aggressive promotion of meeting humanitarian needs of the women and empowering them to get involved in leadership that can help in supporting recovery and relief missions.

According to UNGA (1993), women have received international support based on the laws and declarations that have brought to light the issues of gender equality, women empowerment and fundamental rights hence increased participation of women in military and peace operations across the globe (UN, 1996). The elimination of violence against women which was adopted in 1993 by the UN General Assembly has been recognized as a key international tool in the fight against violence on the women gender hence a framework for national and international level.

Consequently, the UN rationale on women participation in peace and security regimes can be anchored on the Beijing Declaration and Platform for Action 1995 (UN, 1995). Even though the declaration is not legally binding, it contained commitments by 189 governments across the globe to try and achieve gender equality and to foresee women empowerment in areas such as: prevention of violence against the women, empowerment, decision-making, human rights as well as taking part in peace support operations without any form of discrimination. This declaration was later pushed by the

UN and was effective in 2018 (UN Charter, 1945). The review will create an understanding on possible mechanisms that UN and the national government have put in place to support women participation in peacekeeping operations.

2.1.2 Gender Mainstreaming Policies of Women in Peace Support Operations

Gender equality is the opportunity and enjoyment of resources that life brings to both men and women. Gender mainstreaming therefore is a plan, a strategy or any initiative that aims to support gender equality by promoting integration of gender issues/programs into policies and adopting diverse activities that allow both men and women to openly express their views and participating in decision-making (CIDA Peace Building, 2001). This finding was important to this study as it highlighted issues of gender mainstreaming as strategy that aims to support gender equality by promoting integration. This study assessed the extent of gender mainstreaming in the disciplined forces in Kenya.

There is increased recognition within the international community on the role of gender in peace process due to the differential effect of conflict on men and women thus more focus on gender mainstreaming in peacekeeping. Civil society organizations as well as academia have further reinforced the interest in women involvement in peace processes following the consideration of armed conflict and women in the Beijing conference of 1995 as well as the UN Resolution 1325 adopted in the year 2000. This has resulted to achievement by the UN through institutionalization of gender mainstreaming across all levels leading to the deployment of female police officers in countries such as Haiti, Liberia and Democratic Republic of Congo, increased training to police and military personnel on issues related to men and women and the incorporation of gender in the

planning and budgeting (ACCORD, 2013). This study sought to assess increased recognition within the international community and in particular Kenya on the role of gender in peace process due to the differential effect of conflict on men and women thus more focus on gender mainstreaming in peacekeeping.

Bertolazzi (2010) observes the trends within the UN peacekeeping noting that initially, the operation was meant to foster sustainable peace where mission personnel were majorly carrying out patrol within the borders on nations in conflict, ensuring that the conflicting armies are kept apart and performing other military functions. However, with the change in inter-state and intra-ethnic wars, there have been dynamics in conflict patterns in the last 20 years with numerous challenges experienced within the international community. This has prompted the UN to change its strategy that does not only focus on military operation but a multidimensional approach to address the complexities of the conflict through inclusion of diverse skills among its mission personnel.

This in effect supports the integration of women in peacekeeping operations to support the gender dimension of peace operations due to the fact that women are in a position to access vulnerable populations and working with female victims faced with gender and sexual violence. Despite the call by the UN security to involve more women in the mission work, there are still low representation of women in peacekeeping such as witnessed in 2008 where there were 77,177 mission personnel from where only 1640 were women representing a total of 2% (Bertolazzi, 2010). This review informed the study on the dynamics and trends in peace support operations that either support or do not support women participation.

Amei (2019) study on women and peace building in Somalia used a sample of 300 where participants were systematically selected using random sampling. Data

collection was done through interview and questionnaire. Expert opinion was sought to improve the study instrument. The variables under study were peace policy, negotiation and mediation. The study found that women were consulted in the drafting of peace policy agreements and review. At the negotiation table, women felt that they were represented where some were participating as chief negotiators. However, women were not considered as chief mediators. The study observed that the only time women acted as mediators is during war when men are not supposed to move from clans. However, the cultural belief does not allow women to participate in meetings hence their low involvement. The study concluded that women were more involved at the peace policy than at the mediation due to their multiple affiliation with the different clans. Overall, women were fairly represented where powerful women with education, those who work with NGOs or have political appointments were seen to have more participation and influence in peace building processes (Amei, 2019). This study sought to establish whether women in Kenya are consulted in the drafting of peace policy agreements and review.

Amadi (2014) investigated peace keeping strategies in Africa with consideration of AMISOM. The author notes how over the years, Somalia has been known for clannism, terrorism, violence, conflict, famine, civil war, warlords, jihads, underdevelopment and piracy which have affected the country since the colonial government left in the 1960's. Using qualitative study that involved exploratory and descriptive studies, the study made an extensive review on peace and security issues touching on UN, AU and OAU documents. The study noted how AMISOM was able to protect transitional government institutions and personnel, captured Kismayo port that denied Al-Shabaab access to key areas such as seaport thereby reducing their funding of criminal activities. The mission also involved the community through meetings and prioritized cultural ties with the

locals. However, AMISOM had challenges such; understaffing, language problem, sustainable funding, poor coordination and team coherence, and lack of exit strategy (Amadi, 2014). Even though the study was focused on peace keeping operations in Somalia, It however, was geared towards strategies, opportunities and challenges without any reference to the women involvement and mechanisms that were put in place to support inclusion of the women in peace keeping operations.

2.1.3 Proportion of Women in Peace Keeping Operations

Mungacl (2010) appreciates the role played by the UN resolution 1325 that has helped in enhancing women participation in peace operations. Karim and Beardsley (2016), Kenny (2016) have also recognized how women participants have contributed to the improvement of quality and efficiency in peace keeping operations (Tidblad-Lundholm, 2017). The UN Women (2015) further adds that inclusion of women enhances skills, operational effectiveness and broadens the image of the mission, its credibility and accessibility. Women peace keepers have also been known to foster strong civil-military coordination and providing early warning of attacks thereby acting as intelligence to the mission. The UN through its Global effort in 2009, in recognition of the benefits of women inclusion in the peace keeping force, did set a target of having 20% of police women recruited and 8% military women enlisted in the national disciplined forces with the target to be achieved by 2014.

However, an analysis on the proportion of women in different country's disciplined forces indicates how some countries have achieved fair representation of women whereas, some are still far from realizing the goal of fair women inclusion. Perret (2006) recognizes the low representation of women in peacekeeping work despite the resolution 1325 that suggested the inclusion of women in all peacebuilding processes

to support neutrality in the conflict environment as well as removing the perception of male dominated operations. The author observes that there was 1% women military and 4% civilian police by the year 2005 which calls for the need for more review on current practices that can enhance the recruitment and retention of women personnel within the UN peace operations (Perret, 2006).

UN Women (2015) provides more analysis such as Belarus which has 40% of women representation, European and North American countries have 8% and 20% respectively, South Africa 15%, Ghana 10%, Uruguay having 7.5%, Ethiopia 7%, Nigeria 7%, and Tanzania 6.6% of women representation in the disciplined forces. Of worrying concern is the UN military mission experts which has 1757 personnel where only 65 are women translating to 3.6% participation of women (UN Women, 2015).

M'Arimi (2020) did a study on troops influence on peace keeping operations in Dhobley District of Somalia using descriptive design with a population of 3050. The study adopted stratified simple random sampling to generate a sample of 305. The study's objective was to find out the effectiveness of command, relevancy of the mission mandate and the adequacy of mission resources. The study used different sampling techniques to identify respondents where; snowball sampling, convenience and stratified random sampling were used. Pre-testing with 10% of the respondents was done. Using questionnaire and interview in data collection, the study found that 94.6% of the troops were men whereas, 5.4% were women indicating low involvement of the women in peacekeeping. The study also found that the leadership did not offer adequate direction on mission accomplishment, there was lack of cooperation where each contingent wanted to work on their own, the mission mandate was not clear to all the troops and it was not addressing the real issues on the ground (M'Arimi, 2020).

A study undertaken by Tidblad-Lundholm (2017) sought to understand the proportion of women participation in UN peacekeeping operations between the year 2009 to 2013 where desktop review and survey was used in data collection. The study argued that women are less likely to be deployed in new missions due to the uncertainty surrounding the operation. The findings indicated that there was a positive relationship between duration of the mission and women participation. The study further found that there was increased number of women participation up to 17% in UN missions that were considered small or lasted for one year. The study also revealed that the participation of women tend to be lower during the initial stages of the operation but increases as the operation progresses. As well, there was minimal participation of women in new missions as compared to ongoing operations.

This study was guided by Tidblad-Lundholm (2017) that analysed the UN mission work between the year 2009 and 2013. This is based on the similarities of the study with the current one based on the study participants, the data collection tools and the UN mission work. However, the current study targeted the peacekeeping work in Somalia targeting the Kenyan women peacekeepers hence produced different results. It also had different time frame; 2011-2020 which is based on conflict dynamics, presented unique challenges.

2.1.4 Challenges to Sustainable Increase Participation of Women in Peace Support Operations

Studies indicate that challenges to sustainable increase of women participation in peace support operations have been in existence for the longest time (UNSCR1325:2001). Although with slight improvement over the years that has seen several UN member states adopt and implement the UNSCR1325 and other subsequent declarations on

gender equality and human rights, no country has achieved the UN threshold of including women into their respective military operations, decision making or peace keeping missions across the globe. Even though there is evidence of steady improvement and progress in ways women have been enjoined in these peacekeeping missions, the participation of women in various uniformed duties still faces major setbacks to the full integration of women more especially into major senior management ranks (AU, 2003).

Krause et al, (2015) observe that despite the consensus that increased participation of women in peacekeeping enhances the likelihood of lasting peace, challenges with recruitment and the deployment of the women is still of great concern. This is confirmed by UN Peacekeeping (2020) statistics that indicates low involvement of women evidenced in the year 2019, where there were only 4.4% of military women and 11.15% police women participants in the peacekeeping mission. At the same time, women in leadership positions such as force commanders were only 10%. Paffenholz et al., (2015) advice the policy makers to support women placement in key positions which according to the authors, is more important than front line officers due to their influence in decision making (Nortvedt, 2021). This review formed the basis of analyzing challenges on recruitment and the deployment of the women in peace support operations.

Jennings (2011) reflects on how the UN Resolution 1325 has encouraged the inclusion of women in all state levels such as political positions, police and military which has been significant in bringing peace between the parties in conflict. Alaga (2010) also appreciates the role of women during peacekeeping missions in Sierra Leone, Guinea Bissau and Liberia where the women helped in reducing gender-based violence as well as maintaining law and order which in Pruitt (2016) assertion, was a preserve for the

male personnel. Kember (2010), Pruitt (2016) further note that the deployment of the Indian women peacekeepers in Liberia between the year 2007-2008 did not only achieve peace but they were considered unique to the people of Liberia based on their involvement with the community and the public, empowering and training the women on self-defense as well as creating awareness to the men who recognized their women as important beings. These findings underscore the importance of women inclusion even in societies that may not appreciate the fact. However, despite the achievement in peacekeeping, the women are faced with challenge of training where they don't get opportunities similar with their male colleagues to advance their skills or acquire new that can help them stand better chances of being recruited in the peace keeping mission. This study sought views about women participation in missions in Somalia.

Additionally, the women are faced with scarcity in resources that further affects their skills acquisition hence low chances in recruitment. An example of the training and education challenges was felt among Serbian women peacekeepers who had inadequate skills in English language which is essential for peacekeeping operations (Bertolazzi, 2010). Further, Bartolazzi (2010) continues to say that the women are faced with complex procedures with minimum requirement when it comes to recruitment in leadership positions such as the representation at the UN Secretariat. This is observed between the years 1948 to 2008 where only 7 women have been representatives in senior UN positions with just one deputy secretary general. The argument of the minimal participation is due to the member states who provide recommendations for the male in high-ranking positions and lack of accountability in the recruitment process (Ghimire, 2017). These findings informed this study on multiplicity of challenges facing women.

Ghittoni, Lehouck and Watson (2018) observe the gender balance in the last 40 years that has been dominated by the men triggering the women to ask questions on the reason for the low representation in the peacekeeping operations which lead to the UN Mission held in Namibia in 1989. This further resulted to major announcement by the UN on fairer recruitment processes in consideration to qualifications and competencies that was made in 1994 where the international body set a target of 50% for both men and women to be realized at the UN secretariat. This was however improved in 1995 extending the representation to the field mission. Despite the findings that the deployment of women forces at the national level can increase their participation at the UN peacekeeping, achieving this target is still a challenge as women recruitment at the local level was at 5% in 2018 which translates to about 1-2% UN peacekeeping force thereby making it difficult for the UN target achievement. Similarly, these findings informed this study on multiplicity of challenges facing women.

Ghittoni, Lehouck and Watson (2018) further recognize corruption as one of the challenges that hinders women participation in peacekeeping as those in power present list of their preferred personnel not because they are qualified but based on the fact that they promise to give bribe which is a percentage of their UN salary. This is evidenced in the Ghanaian Armed Forces who have been accused of forwarding list of desired individuals as recommended by the commanders. Additionally, political allegiance such as reported by Transparency International in countries like; Brazil, Bangladesh, Cameroon, Egypt and Burundi have further been highlighted as hindrances to women participation. Other challenges are; lack of network support, unreasonable expectations, sexual harassment, lack of family friendly policies and absence of specific medical care (Ghittoni, Lehouck, & Watson, 2018). In this study, the researcher investigated whether corruption influences military recruitment and seconding to peace support operations.

Giannini and Vermeij (2014) add that despite the UN making efforts towards gender mainstreaming, it has limited effect on national policies as the member states have been slow in adopting the UN policy on women inclusion in peacekeeping. This means that for the UN to realize full adequate representation of the women at the mission work, there must be support from its member states through the incorporation of UN gender mainstreaming policies that support the inclusion of women in political, military and police forces. This in effect will help increase the number of women qualified for the deployment as well as recommended for key UN positions. This study was guided by Ghittoni, Lehouck and Watson (2018) study that highlighted the challenges experienced by the women UN peacekeepers globally. Even though the current study was not be global, it sought to confirm the challenges as well as expose new obstacles faced by Kenyan women peacekeepers in Somalia. It also guided the study in selection of study tools as well as the choice of participants and analysis.

2.2 Theoretical Framework

2.2.1 Liberal Feminism Theory

Mary Wollstonecraft (1759-1797) was the first proponent of liberal feminism theory through the publication of her book "*A vindication of the rights of women*" published in 1792. Wollstonecraft (1792) noted how the society ignored inequalities and oppression that were existing and how they made issues surrounding gender more complicated to the women. She argued that because women are human beings, they should be given equal treatment and access to opportunities such as education and employment. Wollstonecraft (1792) believed that when women are given rights to education, discrimination will be eliminated to allow access of public and private sphere to the women (Duman, 2012).

The theory assumes that all men and women are the same hence should be given similar opportunities in both political and civil rights (Efflong & Inyang, 2020). Liberal feminism theory challenges patriarchal society by calling for removal of barriers that hinders women's full participation and access to powerful positions and social wealth. It also refuses male dominance and stereotyping of women by supporting gender equality and advices on legal reforms and policy to develop systems that can enhance women participation. It therefore focuses on existing formal decision-making structures and political systems. However, the theory has been criticized for too much emphasis on freedom of individualism rather than collected freedom (Strutt, 1987). The theory has also been seen to favor powerful women who can access education and with resources that can allow them to compete with men at the expense of the vulnerable women who may lack resources.

Cohen (2013), Eager (2014) note that liberal feminism theory aims to understand and find solutions to gender inequalities that have been ignored within the male dominated international sphere. It is for these reasons that feminist scholars believe that international community can only conceptualize insecurity, war and conflict if it understands how these phenomena affect social relations and how different genders are affected.

Enloe (2014) adds that the role of women within the international politics can be understood from the perspective of politics that touch on the uniformed women and diplomats. This according to the author, it brings more clarity in the understanding of gender roles of women in security and political positions. The theory aims to understand the distribution of power within institutions with a focus on gender. It seeks to bring change by causing disruptions on existing power relations systems, removing barriers

that hinder women from advancing as well as alienating all forms of discrimination within the peacekeeping environment.

The resolution 1325 of the UN calls for women participation across all levels from national to international, even though there are very few women participating in these platforms. The liberal feminist theory seeks to question the existing systems in all these levels by coming up with policies that support the integration of UN 1325 resolutions in institutions and systems thereby support women involvement across all levels such as in the recruitment and deployment of peacekeeping forces (Ghittoni et al. 2008).

Peacekeeping is one of the international relations foreign policy where different states come together through UN to support peacebuilding in war tone countries. Liberal feminism theory has shown that having women as participants in the peacekeeping force can bear positive results as women have been reported to improve the effectiveness of peacekeeping in areas such as Kosovo, Somalia, Liberia and Sierra Leone (Nagar, 2016).

Holmes (2020) observe how the Ghanaian armed forces once dominated by men, has since adopted recommendations by the UN 1325 resolutions based on feminist advocacy, to advance the women participation through institutionalizing recommendations of the UN in recruitment and deployment processes. This has supported the inclusion of women in military, enhanced acceptability of the women as well as witnessed the growth of women among key military positions in peacekeeping (Holmes, 2020).

Enyew and Mihrete (2018) observe how Ethiopian society have discriminated the women where women occupy low positions, are not allowed to access social resources and are discriminated, subjected to violence and denied certain civil rights. Liberal feminism theory advocates have sought to challenge the government to change legal

reforms and welfare issues that can bring equality through affirmative actions to bridge the gender gap. The impact has been felt where the government has revised domestic laws, given women voting rights and equal opportunity in employment (Enyew & Mihrete, 2018).

Alchin (2015) on South African Women peacekeepers noted the participation of the women in roles that were previously reserved for the men where women soldiers expressed their love for the work as when in the field, they work as soldiers and not as women. They also felt empowered. The study also noted as the society is accepting women roles as there were some who noted that they were advised to join army by their families signifying the advocacies of the liberal feminist to challenge patriarchal society to consider women participation in roles that were previously seen as masculine and therefore reserved for the men (Alchin, 2015).

The study used the theory to understand how the Kenyan government supports the UN resolution of 1325, determine the Kenya Armed Forces and Kenya Police inclusion of the women in peacekeeping. The theory also revealed the barriers that hinder women involvement in peace operation with an aim of finding solutions to improve and make recommendations on possible policies that can be used to advance the inclusion of women across all levels of peacekeeping. The theory therefore touches on the independent variable; women participation, analyzed where the women are, their roles, as well as determine the effect of their involvement on the dependent variable; peacekeeping in Somalia. This supported the building of conceptual framework and the study instrument.

2.3 Summary of the Literature Review

The Literature concluded that in the recent years, there have been an increase in recognition at the international arena of the crucial standing of endorsing the inclusion of females at all levels of peace, security and conflict resolution management as well as during the post- conflict recovery and alignments. Thus, the most vital aspect of this is to foster an increase of participation of women on various peace support missions around the globe.

There exists an amount of important welfares for this kind of approach of including females in the peace keeping assignments as well as all security operations. The literature observes that women's participation in peace support operations can subsequently activate optimistic modifications for women in their respective nations as they help and where these women are often kept at the periphery of the society. This will come as women will provide positive examples of effective leadership and inclusion. Therefore, the manifestation of females in both armed and noncombatant occupation can effectively impact on deterring the misconduct or the unprofessional acts of their male counterparts such as sexual harassment and bias against the other gender.

Lastly, the literature highlighted the aspect of mixed mission on its advantages of reflecting the composition of the host society which showed that the locations these military contingents are assigned to consist of both women and men who live together in harmony. Therefore, with proper integration of women in the civilian composition during their peacekeeping operations still lurks behind of the UN requirement and the target of up to 20 percent by 2028.

It is with this breath that this study found various study gaps on the women participation in peace support operations in Kenya more specifically on the KDF intervention in Somalia in October 2011 to 2020. The low number of women taking part in military peacekeeping operations is a likeness of the little amount of females taking part in service to their country which is a big discourse in the UN. This study sought to examine challenges women face and how gender mainstreaming has been used to discriminate the female gender in the recruitment, inclusion and training into the uniformed functions that cover peace and security aspects of a country.

2.4 The Conceptual Framework

The conceptual framework according to Young (2008), is a brief account of the phenomenon under study convoyed by a graphical description of the main variables under the study, that is, a diagrammatical illustration that shows the connection between dependent and independent variables. (Young, 2008). In the conceptual model of this the independent variable which is women participation in peace support operations was investigated by four sub-variable which correspond to the objectives of the study. These are: first to evaluate the UN rationale for women participation in peace and security period of 2011 and 2020. This objective was measured by seeking views on equality and equity in gender, UNSCR 1325 and WPS Agenda. Secondly, to assess the extent of gender mainstreaming of women in peace keeping operations in Kenya in period of 2011 and 2020. This was measured through assessing gender units, gender coordinators, training programs, gender sensitivity workshops, and women focused workshops. The third objective was on establishing the proportion of women in peace keeping operations period of 2011-2020. This was quantified in terms of women experts in peace keeping operation department, women commanders in peace keeping

operations and those involved in lower cadre duties. The fourth and final objective was on challenges to sustainable increase of women in security organs in Kenya. This was measured in terms of information, selection procedure, corruption and years of experience. The dependent variable which was peace support was measured in terms of reduced gender-based violence, operational effectiveness, reinforced skill sets longevity of peace and increased acceptance by the host country.

Independent Variable   **Dependent Variable**

```
 UN Rationale on Women Participation
in P&S

    • Equality/Equity
    • UNSCR1325
    • WPS Agenda
```

```
Gender Mainstreaming policies for
women participation in PKO

    • Gendered units
    • Gender coordinator
    • Training programs
    • Gender sensitivity workshops
    • Women Focused Workshops
```

```
Peace Support Operations
    • Reduced gender-based
      violence
    • Operational
      effectiveness
    • Reinforce Skill Sets
      enhancement
    • Longevity of Peace
    • Acceptance by the
      host country
```

```
Proportion of Women in Peacekeeping

    • Women UN Mission experts
    • Women commanders
    • Women at the lower-level cadres.
```

```
Challenges to sustainable increase of
women participation

    • Lack of information
    • Selection procedure
    • Years of experience
    • Corruption
    • Experience
```

Figure 2.1 Conceptual Framework

Researcher (2022)

2.5 Conclusion

This chapter highlighted scholarly works that were related to the topic of study. The literature was arranged thematically according to the stated objectives of the study. The chapter also considered theoretical framework, conceptual framework and summary of literature. This analysis assisted in deepening the understanding of the topic under review. The next chapter will examine the methodology adopted by this study.

CHAPTER THREE

METHODOLOGY

3.0 Introduction

The chapter was organized into subsections: research design, study location, target population, sampling procedure & techniques, definite sample size, methods of data collection, research instruments, pre-testing/piloting, reliability and validity, data analysis, presentation and ethical considerations.

3.1 Research Design

The study adopted exploratory research design as it helped the researcher to discover new information. The current study sought to understand women participation of Kenyan peacekeepers in Somalia between the year 2011 and 2020 where there was scarce scientific evidence hence the adoption of exploratory design. The study design was chosen due to the flexibility and the insights it brought and the fact that it was used in studies where there was less empirical knowledge (Stebbins, 2011).

From the findings on the four objectives of the study; The UN rationale for women participation in peace support operations in AMISOM, it was established that the women have been involved in peace operation where majority of respondents at 60.9% agreed that the women were involved. This means that equality and equity dimension of the UN rationale is progressively being realized in peace support operations. It was also found that the National peace support operations has put in place better integration of women needs to enhance their participation where 63.2% of respondents all agreed to the statement. On the second objective of gender mainstreaming, the findings showed that the national peace support operations has put in place gender unit that

coordinates gender mainstreaming policies within the national peace support where 52.9% of respondents agreed. The establishment of gender units further enhances the increased participation of the women through reviews and recommendations of policies that are then communicated across national security and government agencies necessary for improving more participation of the women. On the proportion of the women in peace support operations, it was established that 48.2% of respondents agreed that women were working as UN mission experts, 52.9% disagreed that women were working as commanders while 40.2% agreed that the women were involved at the lower level of cadres within the AMISOM peace support operations. On challenges, the study found that 44.8% disagreed that selection of AMISOM personnel was transparent, 35.6% indicated that corruption was a challenge in the nomination and selection of personnel while 40.2% indicated that experience was a challenge to women participation in AMISOM peace support operations. From the analysis, transparency was a big challenge, experience and corruption respectively.

3.2 Study Area

The study location was Nairobi County that hosts the headquarters of the Ministry of Defense and National Police Service. The location was chosen due to the presence of military barracks and availability of national police training schools as well as being headquarter of government security agencies where decision making on recruitment, training and deployment of disciplined forces takes place. The city was also considered as the home to other government agencies such as the National Counter Terrorism Centre (NCTC), specialists and library amenities which were sufficient within the location hence provided the best conditions to commence the study. The location was

chosen due to its convenience to the researcher hence easy movement during data collection as the population of study was found within the target population offices.

3.3 Target Population

According to Asika (1991), the target population consists of all elements of interest to the researcher from where a sample is drawn (Saíd & Madugu, 2015). The study targeted all senior officials from the Ministry of Defense, National Police Service and the National Counter Terrorism Centre (NCTC). Table 3.1 indicated the study's target population.

Table 3.1: Target Population

Study Locations	Frequency	Percentage
Ministry of Defense	85	57%
National Police Service (Anti-Terrorism Police Unit)	30	20%
National Counter Terrorism Centre (NCTC)	35	23%
Total	**150**	**100%**

Source: Research Data (2022)

3.4 Sampling Technique

Sampling technique allows the researcher to systematically derive a small group from the main population that can be used for observation. The study used stratified random sampling to group the population into three stratus; ministry of defense, National Police Service and Counter Terrorism Center. This helped in reducing biasness in the selection process as well as improving equal representation of the population under study. Purposive sampling was then used to identify respondents based on their qualification

and knowledge in the topic of the study hence more insight that was used for generalization (Sharma, 2017).

3.5 Sample Size

Sample size is the method the researcher uses to derive the actual number of participants to be used in the study. This should be selected carefully in consideration of the cost as well as to support meeting the study's objective (Ajay, 2014). In an exploratory design, a sample size that lies between the ranges of 10-50% is suitable (Mugenda & Mugenda, 2013). The study sampled 70% of the target population giving 105 respondents from the target population. Table 3.2 presented the sample size to be used in the study.

Table 3.2 Sample Size

Study Locations	Population	Sample size	Percentage
Ministry of Defense	30	21	70%
National Police Service (Anti-Terrorism Police Unit (ATPU)	85	59	70%
National Counter Terrorism Centre (NCTC)	35	25	70%
Total	**150**	**105**	**70%**

Source: Research Data (2022)

3.6 Data Collection Techniques

3.6.1 Questionnaires

Questionnaire is a research tool that is composed of different questions used in collecting information from participants. The benefit of using a questionnaire is the way it allows the collection of complete and more accurate data that can support conclusions. The study used closed questions to allow collection of different views from the respondent. Self-administered questionnaire was used where the respondent had the opportunity to respond at his/her convenient time hence improved on privacy. The questionnaires were made clear, short and simple to understand (Abawi, 2017).

3.6.2 Interview Guide

Interviews help the researcher in getting in-depth responses from targeted participants hence the need for choosing the right informants. The study used face to face interview supported by interview schedule showing when and where interviews were to be held and who was involved. This method was chosen as it gave this study and the researcher opportunity to follow-up on questions that were not clear to the informants in the questionnaires hence able to obtain quality responses. The researcher chose a quiet location to improve on focus in the study and for clarity in recording. The study sought consent from the informant before recording started. The benefit of having recorded interview is the boosting of the researcher's memory and to quote participants directly. Finally, the study transcribed recorded information before analysis (Driscoll, 2011).

3.7 Pilot Study

Pilot study is a small-scale study usually conducted to test research strategies and methods before the main study. The main aim of having a pilot study is to identify weak

areas in research protocols. It also helps research assistants to acquaint themselves with the study environment as well as determining the study feasibility. The feedback received from pilot study is then used to improve research instrument according to the comprehension of study participants in order to meet the research objective (Hassan, Schattner, & Mazza, 2006).

It is suggested by Connelly (2008) that 10% of the main study sample size should be used hence the research used 10 participants. Additionally, Hundley (2001) advices on the use of a different sample from the main study when conducting pilot study. This according to the author, is to avoid interfering with the final sample (Ismail, Kinchin, & Edwards, 2018). The study undertake pilot study working with senior police officers, KDF and antiterrorism department located in Kiambu County. The location was chosen due to its nearness to Nairobi and the convenience it brought as the researcher was living and working in Nairobi.

3.8 Validity and Reliability of the Instruments

3.8.1 Validity Test

The study used content validity to ensure all concepts are well covered with correct wordings. Face validity was also used where the expert's opinions was sought to improve the instrument. Validity is the ability of an instrument in measuring what it is supposed to measure (Lam, Hassan, Sulaiman, & Kamarudin, 2018). It is the extent to which a study instrument accurately measures the concept it is designed to measure (Heale & Twycross, 2015). The study ensured that what was measured captured the theoretical propositions as well as designing the instrument to capture the right population for purposes of generalization (Yassir, Mclntyre & Bearnm, 2016).

3.8.2 Reliability Test

Reliability is the extent to which a measuring instrument is consistent in producing results after repeated tests (Weiner, 2007). It is a measurement that is consistent in supplying results with constant values (Blumberg et al., 2005). It therefore checks the precision, consistency, trustworthiness and repeatability needed in research (Chakrabartty, 2013). The study used Cronbach's alpha coefficient to determine the instrument's reliability where the values ranged between 0 and 1 with values closer to one indicated strong reliability whereas those further from 1 were considered weak reliability while 0 signified no reliability. Downing (2004) advices that alpha values that are above 0.8 can be considered acceptable to analysis (Mohajan, 2017). The study analysed reliability where the findings were presented in Table 3.3.

Table 3.3. Reliability of the Study

Variable	Alpha	No of Items
UN Rationale	0.936	3
Gender	0.92	5
Proportion of women	0.65	3
Challenges	0.7	4
Peace Operation	0.922	5
Total	**0.8256**	**20**

Source: Researcher (2022)

From the findings in Table 3.3, the study achieved reliability of 0.823. Downing (2004) suggested that reliability values with 0.8 may be considered acceptable for analysis. The study therefore used the reliability findings in analysis as it was considered acceptable.

3.9 Data Collection Procedure

The researcher sought authorization letter from Kenyatta University that was used to collect data. Further, National Commission of Science, Technology and Innovation (NACOSTI) consent was sought to allow the collection of data from the public. The researcher presented an introduction letter to the human resource department of the targeted population for their consent upon which, further introduction to the respondents was made. The researcher worked with two research assistants who were trained to understand the objective of the research and to get informed of the general research environment. All research tools were coded and registered in a tracking book for easy tracing. Respondents were visited at the office time and agreement was reached at the convenient time preferred for interview as well as when to collect the filled questionnaire.

3.10 Data Analysis

The study used descriptive statistics and content analysis to analyse data. Coding of data allowed assignment of numbers to the data for efficiency. Classification was then done by grouping data according to their similarities. Tabulation supported logical and concise arrangement of data for analysis. The study then used descriptive statistics to describe certain attributes of data using mean and standard deviation. Inferential statistics such as correlation was done to determine the relationship between women participation and UN peacekeeping in Somalia. Further multiple regression supported the understanding of causal relationship existing in the independent and the dependent variables. Content analysis helped in analyzing qualitative data by grouping data based on the construct being measured. Presentation was achieved using tables and pie charts (Kothari, 2004).

3.11 Ethical Considerations

Kovacs (1985) note the importance of ethics in research as it helps in guiding the conduct and behavior of people within the research environment. This also explains how a researcher relates to the people he/she interacts with during the research process (Akaranga & Makau, 2016). The study sought informed consent from the participant to ensure that the respondent participated voluntarily. The researcher kept the respondent anonymous to maintain confidentiality of information received. The researcher promised no biasness where the researcher revealed all the information from the research findings without hiding anything. As well, all the content, methods, data collection tools and participants were carefully chosen to ensure true reflection of the study. The researcher also provided citations and acknowledged other people's works to maintain originality and avoided plagiarism. The report was then published for dissemination of knowledge to the research stakeholders, future researchers and other interested parties (Kumar R. , 2011).

3.12 Conclusion

This chapter analyzed the methodology used in the study. The chapter was compartmentalized into subsections: research design, study location, target population, sampling procedure & techniques, definite sample size, methods of data collection, research instruments, pre-testing/piloting, reliability and validity, data analysis, presentation and ethical considerations. This sections addressed how and why the study methodology was chosen. The next chapter will focus on data presentation, analysis and discussion.

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS, AND DISCUSSION

4.0 Introduction

This chapter presented field work data collected its analysis, interpretation and discussions. The study's main objective was to investigate women participation in peace support operations: a case of Kenya's mission contingents in Somalia in the period 2011-2020. Specific objectives were; to determine how UN rationale for women participation has affected peace operations, to investigate gender mainstreaming policies that have affected peace support operations, to establish the proportion of women in Kenya's peace support operations and to find out the challenges to sustainable increase of women in peace support operations of Kenya's mission contingents in Somalia in the period 2011 and 2020. Questionnaire and interview were used in data collection. Analysis was done using descriptive and inferential statistics. The findings were presented in tables, mean, standard deviation and percentages.

4.1 Response Rate

The study issued out questionnaires to a sample of 105 respondents. However, 87 were duly filled and returned giving a response rate of 82%. Interview with 6 key informants received 4 responses giving a response rate of 66%. Table 4.1 presented response rate.

Table 4.1 Response Rate

Questionnaires	Frequency	Percentage
Duly filled and returned	87	82
Unreturned questionnaires	18	18
Total	**105**	**100**

Source: Researcher (2022)

Mugenda and Mugenda (2012) cited in Orina, Were and Muturi (2018) advice that response rate of 50% is adequate for data analysis, 60% is good while 70% is excellent. From Table 4.1, the study achieved a response rate of 82% for questionnaire while 66% for interview response. This means that the study response rate was found to be excellent and good in data analysis.

4.2 Demographic Characteristics

Lucas and Roettger (2022) observe how demographic studies may help in understanding different characteristics of the population such as age, gender, ethnicity and other population structure. The study used demographic analysis to analyze the participant's characteristics such as age, gender, education and experience. Frequency distribution tables and percentages were used in reporting.

4.2.1 Gender

The study analyzed gender of participants where they were to indicate their gender as either male or female. The findings were presented in Figure 4.1.
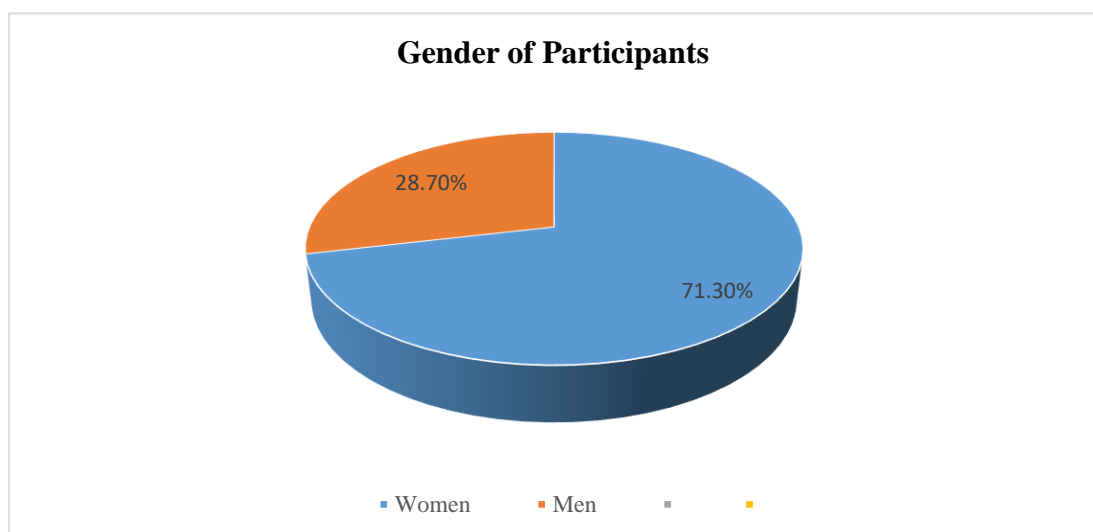
Figure 4.1 Gender of Participants.
Source: Researcher (2022)

From Figure 4.1, the study found that women were 71% whereas men were 29%. The study was focused on women participation in peace support operations hence high number of women representations which indicated that collected feedback from the respondents was reliable. Smith (2008) noted that women tend to participate more in research as compared to the men. Additionally, while referring to Gilmartin and Bryant (2003), Smith observed that male participants tend to be more when online surveys are undertaken while Sax et al (2004) claimed that women have high response rate in traditional surveys (Smith, 2008). The study used traditional method in data collection where there was high number of women participants which confirms previous assertion by Sax et al. (2004). The inclusion of gender statistics enables understanding of real issues affecting both genders. Additionally, it ensures that no gender is left behind hence supporting policy formulation, advocacy and accountability of issues affecting both gender (Valero, 2019). The study was focused on women participation hence the views generated from both genders was valid and necessary for policy formulation and advocacy at the national, regional and international to improve women involvement in peace support operations.

4.2.2 Age of Participants

The study analysed age of participants with findings indicated in Table 4.2.

Table 4.2. Age of Participants

Age Category	Frequency	Percent
18-25	1	1
34-41	65	75
26-33	12	14
Above 50 years	9	10
Total	**87**	**100**

Source: Researcher (2022)

From Table 4.2, it was established that participants aged from 34-41 consisted of 75%, those who were 26-33 years were 14%, participants who were above 50 years represented 10% while respondents who were 18-25 years were 1%. This showed that all the participants were above 18 years and mature to make voluntary contribution in the study. Schanze (2021) observe how age is important in increasing response rate as well as affecting quality in research. While citing Beulens et al. (2018), the author notes that older people tend to provide accurate responses as compared to the younger participants based on their comprehension of questions and how they are able to interpret them into attitudes based on scales given in the questionnaire. However, Kroh, Winter and Schupp (2016) observe that the more one grows older, the less they retain memory due to decrease in working memory and as a result, may affect quality of responses (Schanze, 2021). The study used different age categories that offered more representations across diverse age groups. Additionally, the findings has shown that there were few people above 50 years which indicates that the respondents had good memory hence provided accurate and quality responses. The study also registered high number of middle age participants as they have better comprehension as compared to the younger and the older participants. Pelletier and Spoorenberg (2015) suggest the inclusion of age statistics in survey as it helps in planning and decision making on areas such as education and labour supply while acaps (2014) adds that understanding age demographic enables strategic responses and decision making within the political leadership.

In support of Pelletier and Spoorenberg (2015) and Acaps (2014), the study findings may help policy makers to determine recruitment strategies necessary for labour supply in peace support operations for the women contingents in the Middle Ages based on

their memory strength and physical ability as well as their ability to understand peace support operations. Additionally, the older participants have more experience in peace support hence may be deployed as strategists and government representatives in UN peace support operations. The younger participants may be offered more training and education to prepare them for future mission contingents in Africa and other international peace support operations.

4.2.3 Experience of Participants

Acampado (2019) notes how experience enables human interaction with its environment which occurs continuously throughout human existence. (Acampado, Understanding experience: Dewey's philosophy, 2019). The study analysed experience of participants to determine the length of years they have worked as well as signifying their interaction within the peace support operations environment. The findings were indicated in Table 4.3.

Table 4.3. Experience of Participants

Year of Experience	Frequency	Percent
Above 15 years	62	72
10-15 years	15	17
5-10 years	7	8
1-5 years	3	3
Total	**87**	**100**

Source: Researcher (2022)

From Table 4.3, it was found that 72% of participants had been in the service for more than 15 years, 17% of respondents had worked in the disciplinary force for 10-15 years,

and there were 8% of participants who had 5-10 years of experience while 3% noted that they have been in the service for 1-5 years. This means that all the respondents had experience in security issues hence gave reliable responses. Putri (2020) shows the connection between experience and job performance where the more experienced an individual is, the more they perform better in their work. Providing accurate and reliable response is work hence needs to be performed well for analysis from where findings are used in strategic peace support decision making. The study indicated that majority (88.5%) of respondents had been in the service more than 15 years which gave them experience that the study needed to provide reliable and valid responses thereby better performance in survey response.

Conaway and Shoemaker (2008) observed how experience among women security professionals such as military and police may eliminate their candidature thus reduce their participation in peace support operations. Additionally, the authors note that women have been considered to be less skilled politically and diplomatically hence reducing their chances of leading in large scale civil-military operations. In this study, women consisted majority participants at (71%), with 89% of participants having experience of ten years and above indicating that women consisted a bigger percentage of participants with experience. This means that contrary to what Conaway and Shoemaker (2008) argue that women may be subjected to elimination due to their low skills and inexperience, they have improved their experience hence capable of becoming potential recruits for future peace operations. It also showed that the women who participated in AMISOM had experience hence performed better at their work.

4.2.4 Education of Respondents

Idris, Hassan, Yaácob, Gill, Aziah and Awal (2012) recognize the contribution of education that improves an individual's academic qualification. Additionally, the authors note that education may give individuals opportunities to advance their career, improve economic status, contribute to political stability of nations as well as feel empowered. The study analysed education of respondents from where the findings were indicated in Table 4.4.

Table 4.4. Academic Qualification of Participants

Qualification	Frequency	Percent
Bachelor Degree	27	31
High School	24	28
Diploma	23	26
Post graduate Degree	13	15
Total	**87**	**100**

Source: Researcher (2022)

From Table 4.4, the study found that 31% of participants had bachelor degree level of qualification, 28% had high school level, and 26.4% had diploma level while 15% of participants had attained post-graduate degree qualification. Amei (2019) found that women with education may receive fair representation in peace building operations as they have the skills needed to be considered as mission troops. The findings showed that other than all participants having skills and comprehension of the English language that was required in providing accurate and reliable response, they are also potential recruits as mission troops based on UN skills requirements. According to UN (2022), education may help address gendered vulnerabilities such as barriers and

discriminations, leadership and work opportunities that women experience. The findings showed that with experience, Kenyan mission contingents may be recruited in leadership and other opportunities within peace support operations.

4.3. UN Rationale for Women Participation in Peace Support Operations

The study analysed how UN rationale for women participation influenced peace support operations of Kenya's mission contingents in Somalia in the period 2011-2020. By UN rationale for women participation in peace support, we mean, the recognition of the UN on the role the women could play as change agents in the contribution to international peace and security and therefore the need for their participation. The UN rationale goes on to acknowledge the disproportionate impact of conflict the women and girls experience hence the importance of involvement in peace and security issues (United Nations, 2020). Specifically, the study investigated equality and equity, UNSCR 1325 and WPS agenda. These are explained below.

4.3.1 UN Rationale on Equality/Equity

According to United Nations (2015) article 1 of declaration of human rights, all humans have equal rights and dignity as they are born free, article 2 states that all humans have entitlement without any distinction evidenced in sex, race, religion or any other status while article seven of the declaration of human rights states that all humans are equal and therefore should be given equal treatment without any discrimination. According to UN (2020), gender equality concept signifies the equal responsibilities, rights and opportunities available to both men and women regardless of them being male or female. This means that when decisions are being made, consideration should be put in place according to the interests of both women and men while also recognizing their

diversity. This helps in engaging men and women equally based on their different needs. Gender equity on the other hand allows fairness and justice in the distribution of responsibilities and benefits between the two genders by putting in place mechanisms that help in compensating for any social disadvantage the women have experienced. This ensures that women are able to compete at the same level with the men (United Nations, 2021).

An analysis of the participation of women in peace support operations as observed by SIPRI (2020) indicates the significant improvement that has been made between 2011-2020 where 10% of the women in military were force commanders while over 18% were military staff and officers. A further analysis between different countries revealed that an improvement in the number of women has been made where Ethiopia had 9.5%, Ghana 14%, Rwanda 4% while by proportion, Sweden had 33%, Kenya 23% while Gambia and South Africa had 17% and 16% respectively. This is different to women in police where the proportion has remained stable but there is reduction in the number; 43% of women were commissioners, and senior police advisors, Rwanda had higher number at 19%, Bangladesh 24% and Ghana 26%. The proportion on the other hand, Thailand had 9%, South Africa 7%, Malawi 8% while Kenya 10% (SIPRI, 2020). The study analysed how UN rationale related with equality and equity was practiced to enable women participation in Kenya's, peace operations in Somalia. Table 4.5 presented the findings.

Table 4.5. UN rational of Equality and Equity

Equality	Likert Scale	Frequency	Percent
Kenyan women are involved in peace support operations in Somalia.	Strongly disagree	12	13.8
	Disagree	10	11.5
	Neutral	12	13.8
	Agree	37	42.5
	Strongly Agree	16	18.4
	Total	**87**	**100.0**

Source: Researcher (2022)

From Table 4.5, the study found that 42.5% of the respondents agreed that women were involved in Kenya peace support operations in Somalia's, 18.4% strongly agreed, 13.8% strongly disagreed, 11.5% disagreed while 13.8% remained neutral. From the findings, majority at 60.9% of the participants agreed that women are represented in peace operations. According to Jonnes (2009), equity is based on the fact that both genders should be given equal treatment to allow men and women to access opportunities. This means that both men and women have equal life chances, concern for people's needs as well as rewarding the genders equally (Jones, 2009). From the findings, the women and men in security are given opportunities to serve as mission contingents. Interview reports from the first Interviewee indicated that women were involved in peace operations as observed;

"Women are involved in providing peace support operations as enshrined in Chapter 7 which is peace enforcement. They have been fully engaged in peace operations where in various departments which falls on rank and file during deployment, women participation has been given a priority. In every peace operation in Somalia women have been positively included in the tour of duty. When there is any peace mission, women are encouraged to participate in the interviews" (Interview, 1).

From the interview, it is evident that consideration has been made to involve the women in peace support operations. This is in line with the UN rationale of gender equality and equity which calls for the inclusion of women and the placement of mechanisms that allow the women to compete at the same level with men. The involvement of the women in the interview process and tour of duty is a clear indication that mechanisms and platforms have been put in place to encourage more women to participate in peace support operations. United Nations (2008) recommends the need for more involvement of the women in all levels of decision making in areas such as security, peace and political spheres. The findings showed that the women in Kenya have not been left out as their input was felt in their representation in Somalia's peace operations.

4.3.2 United Nations Security Council Resolution 1325

According to Organization for Economic Cooperation and Development (2015), the UN through UNSCR 1325 (2000) acknowledged the impact of armed conflict on the women hence advice on the involvement of the female gender in peace operations. Through parliamentary motions, discussions may be made focused on women involvement. Additionally, other structures such as in parliamentary commission and the staff, awareness may be made to the members of parliament on issues related with women, peace and support. Civil societies and women caucuses may also organize for

seminars to sensitize the members of parliament. The legislatures can then use their powers to promote laws, policies, programs and budgets to enhance women participation. National Action Plans where priorities are made, resources availed, assignment of responsibilities and deadlines may be made possible. Other participatory structures such as involvement of government agencies, national security services, civil society and national human rights commission may also be used in the advocacy of UNSCR 1325 on the inclusion of the women in peace building operations (UNDP, 2022). This will ensure increased support for the women inclusion in decision making at the national and international level, prevention of all forms of violence against the women and empowerment to enhance their involvement in decision making. The study analysed how UNSC 1325 of women participation influenced peace operations in Somalia. Table 4.6 presented the results;

Table 4.6. UNSCR 1325

UNSCR 1325	Likert Scale	Frequency	Percent
My employer has put in place better integration of women's needs in the peace keeping force that has empowered the women to participate more in peace support operations in Somalia.	Strongly disagree	11	12.6
	Disagree	9	10.3
	Neutral	12	13.8
	Agree	38	43.7
	Strongly Agree	17	19.5
	Total	**87**	**100.0**

Source: Researcher (2022).

From Table 4.6, the study established that 43.7% of participants agreed that the Kenya government has put in place better integration of women needs within the peace and security system that has created empowerment for the women leading to more

participation, 19.5% of participants strongly agreed to the statement, 13.8% were neutral, 12.6% strongly disagreed while 10.3% expressed their disagreement. The results confirm the progress that has been made by the government in improving security environment, putting in place systems that have enhanced women empowerment, reducing gender gap and inequality that exists in peace operations. OECD (2020) while observing twentieth anniversary of UNSCR 1325, highlights countries that are still receiving gender aid due to the gap that is still felt as well as classifying the countries as fragile. For instance, while there has been progress in Ethiopia where women are participating in political processes such as becoming the head of state, there are still challenges in Uganda that has been listed in the top ten countries that received gender aid in the financial year 2017-2018. Kenya on the other hand, received aid in 2014-2015 and due to progress made over the years, has not been featured in the UN top ten countries in 2017-2018 that were considered fragile hence requiring gender-aid. This is in line with the findings of the study that there is progress in women participation in decision making as well as in security and peace operations.

4.3.3 Women, Peace and Security Agenda

A statement from the Chairperson of the African Union- H.E. Moussa Faki Mahamat said; *"Efforts towards peace and security may not be achieved without meaningful participation and leadership of women"* (African Union, 2019, pg. 2, par. 1). Women, peace and security (WPS) was developed from UNSCR 1325 in support of increased participation of the women in decision making (OECD, 2020).

Specifically, WPS aims to ensure inclusion of the women, justice and security. One of the key indicators in determining the implementation of WPS is whether the

government has put in place laws and regulations that encourage women involvement in decision making, infrastructural developments aimed at supporting women inclusion as well as women participation in peace building and peace keeping. The study analysed how UNSCR 1325 through WPS of women participation influenced peace operations in Somalia. The findings were presented in Table 4.7.

Table 4.7. Women, Peace and Security Agenda

WPS	Likert Scale	Frequency	Percent
The Kenya government has put in place laws that promote women's participation in peace support operations.	Strongly disagree	6	6.9
	Disagree	9	10.3
	Neutral	15	17.2
	Agree	30	34.5
	Strongly Agree	27	31.0
	Total	**87**	**100.0**

Source: Researcher (2022).

From Table 4.7, the study established that 34.5% of respondents agreed that the Kenya government has put in place laws aimed at promoting women participation in peace support operations, 31.0% strongly agreed, 17.2% were neutral, and 10.3% disagreed while 6.9% strongly disagreed to the statement. According to African Union (2019), African countries have made progress towards the implementation of WPS to support 2063 agenda where by 2018, there were 23 African countries that have developed implementation plans to ensure progressive improvements of women inclusion as per the UNSCR 1325. For instance, Kenya was listed as among the 23 countries that have signed up to ensure laws supporting women inclusion in peace building, political leadership and other high-level decision making (African Union, 2019).

4.4. Influence of Gender Mainstreaming of Women in Peace Support Operations of Kenya's Mission Contingents in Somalia in the Period of 2011-2020

Gender mainstreaming is the inclusion of policies, legislations and programs into government processes at all levels to ensure that women and men get equal treatment (United Nations Human Rights , 2013). The study analysed how gender mainstreaming influenced peace operations looking at government support for gender units, gender coordinators, training programs, gender sensitivity programs and workshops aimed at improving gender mainstreaming and the involvement of women in peace and support operations.

4.4.1 Gender Units

Gender unit is the lead agency that oversees, coordinates, monitors, and evaluates gender mainstreaming of policies, initiatives, and programs. The ultimate goal of gender unit is to implement a Human Rights-Based Approach (HRBA), which includes non-discrimination, equitable participation, inclusion, accountability, and the rule of law, which continues to be the cornerstone of social justice (Government of Mauritius, 2020). These units are established at the headquarter level working as gender advisory team to provide policy advice to mission contingents while at the same time, serving as knowledge pool that guides effective and inclusive peace support practices at the strategic level. A task force on gender issues is then put in place to help in the translation of policies to the field. This consists of representatives from diverse mission that helps in promoting effective mainstreaming at both the mission and the headquarter level

(Gounden, 2013). The study analysed how gender unit influenced women participation for Kenya's mission contingents in Somalia. Table 4.8 presented the findings.

Table 4.8. Gender Units.

Gender Unit	Likert Scale	Frequency	Percentage
There is a gender unit established within the National peace support operations to address women issues.	Strongly disagree	10	11.5
	Disagree	14	16.1
	Neutral	17	19.5
	Agree	32	36.8
	Strongly Agree	14	16.1
	Total	**87**	**100.0**

Source: Researcher (2022)

From Table 4.8, the study found that 36.8% of respondents agreed that there was gender unit that was established within the National peace support operations to address women issues, 19.5% remained neutral, 16.1% disagreed to the statement, 16.1% strongly agreed while 11.5% strongly disagreed. From the findings 52.9% agreed that there was a gender unit that has been established to address women issues related with AMISOM. An analysis of the government's vision 2030 presents how Kenya is targeting to end discrimination at all forms evidenced in the creation of the State Department of Gender within the Ministry of Public, Youth and Gender with a clear mandate to review and evaluate gender-based policies in Kenya. The Department works with diverse stakeholders such as gender officers from national government, state and non-state actors, civil societies, state corporations, community-based organizations and private businesses (State Department for Gender, 2019). This shows that the

government, through its state department is focused on ensuring that women are involved in all its programs and activities across diverse agencies.

The study findings agree with the State Department (2019) that there is a gender coordinator at the headquarter level that is working with different representatives from government offices. Liberal feminism proposed by Wollstone Craft (1792) challenged government systems to foster legal reforms that will see more women representation in key decision-making areas. The establishment of gender units such as the Gender Department is focused on recommending policy areas for evaluation and review and working with diverse multi-agencies to initiate reforms capable of improving women representation in peace support operations. This also means that the theory has been integrated in the UN recommendations to its member countries such as Kenya national peace mission that has facilitated establishment of gender units that is advocating for more women representation in peace support operations.

4.4.2 Gender Coordinators

Gender coordinator is an officer in charge of directing and fostering coordination for gender equality and women's empowerment in collaboration with local government, NGOs, and civil society partners. In different capacities, gender coordinators have ensured inclusion, recognition and participation of women to ensure equality (UN Women, National gender coordinator, 2020). The study analysed how establishment of gender coordinators was influencing women participation in peace support operations for Kenya mission contingents in Somalia. The findings were presented in Table 4.9.

Table 4.9. Gender Coordinators

Gender Coordinator	Likert Scale	Frequency	Percent
The national peace support operations has appointed gender coordinator who oversees women appointment in peace operations.	Strongly disagree	9	10.3
	Disagree	7	8.0
	Neutral	24	27.6
	Agree	31	35.6
	Strongly Agree	16	18.4
	Total	**87**	**100.0**

Source: Researcher (2022)

From Table 4.9, it was found that 35.6% of respondents agreed that the national peace support operations has appointed gender coordinator who oversees women appointment in peace operations, 27.6% of participants remained neutral, 18.4% strongly agreed to the statement, 10.3% strongly disagreed while 8.0% disagreed. The findings showed that 54% of participants agreed that there is a gender coordinator who oversees women appointment in peace operations. According to a study by Bista, Standing, Parker, and Sharma (2022), women are more likely to experience various forms of discrimination due to lack information. By incorporating gender equality across the activity of all clusters, UN Women uses its triple mandate—normative, coordinating, and operative—to ensure that gender equality and women's empowerment are incorporated into the government program to enhance more participation of the women. The gender coordinator works to fulfil the UN women's mandate of coordinating activities in areas where women may feel discriminated thus reducing gender inequality and increasing

more women involvement in peace support operations in Somalia (UN Women, Nepal: A year after the earthquakes, 2016).

4.4.3 Training Programs

A training program is a carefully thought-out series of tasks intended to give security officers the knowledge and skills they need to advance their careers within peace support operations. There may be various training programs depending on the goal. In this study, training programs are aimed at empowering women so they can take up roles that are otherwise given to men within peace support operations (Bhasin, 2022). The study analysed how training programs have helped empower the women in security to enhance their participation in peace support operations as mission contingents in Somalia. Table 4.10 presented the findings.

Table 4.10 Training Programs.

Training Programs	Likert Scale	Frequency	Percentage
There are on-going training programs where all permanent, temporary and field mission personnel are given opportunity to attend.	Strongly disagree	10	11.5
	Disagree	11	12.6
	Neutral	24	27.6
	Agree	24	27.6
	Strongly Agree	18	20.7
	Total	**87**	**100.0**

Source: Researcher (2022)

From Table 4.10, it was found that 27.6% of the respondents agreed that there were ongoing training programs where all permanent, temporary and field mission personnel are given opportunity to attend. It was also found that 27.6% of respondents were neutral to the statement, 20.7% strongly agreed, 12.6% disagreed while 11.5% strongly disagreed. This means that 48.3% agreed that there were ongoing trainings where all were given opportunity to attend. It was also found that 24.1% disagreed that there were training where all were accorded the opportunity to attend. The UN resolution 1325 (2000) aims to make achievement through more deployment of the women in police and military through enhanced training necessary for increasing the chances of recruitment in peace operations and senior positions. The findings showed that the Kenya being one of the member states of the United Nations, has made progress in enhancing women capacities through training that has provided more opportunities to the women to involve in peace support operations in Somalia. Despite the progress made in training opportunities, there were 24.1% of respondents who disagreed which means that there are still gaps in training.

The United Nations (2008) suggests the need for equity which extends in training opportunities and treatment of all peacekeeping mission personnel. This may provide the ground for skill enhancement thereby increasing the chances of being recruited as part of peace keeping support operations. The policy makers should enhance more capacity building through training to enable inclusion of many women in peace support trainings in order to gain necessary skills needed for participation in mission work. This will reduce inequality that may be present due to lack of training among potential women in security. Opinion from the second Interviewee agreed with affirmative actions that are being taken to train the women as observed;

"Yes, there is gender mainstreaming and affirmative action has been taken including taking women for driving courses to acquire requisite driving skills required. Equally, women continue to attend several UN and AU peace keeping conferences to equip them with skills and competencies that will enable them apply for all openings in UN and AU peace keeping operations. Kenya Police has deployed a senior female officer at AU headquarters at Addis Ababa" (Interview, 2)

The interview report is a clear testimony that there are programs that have been initiated by the employer to ensure that the women are able to gain skills and experience that will make them be able to compete equally with the men. The deployment of a female officer further confirms the commitment to include the women at the senior level thereby providing opportunity for the women to participate in decision making levels. The interview findings corroborate with the findings from the questionnaire indicating increasing training opportunities to the women. Additionally, these training equip the women with skills necessary for participating at the senior levels, technical and as combatants in peace and support operations.

4.4.4 Gender Sensitivity Workshops

Gender sensitization is the process of making people more aware of the issues surrounding gender equality. It aids individuals in considering their own attitudes and beliefs as well as challenging the realities of both sexes. Organizations all over have taken an initiative in holding workshops to sensitize people on gender issues (UNDP, 2022). The study analysed how gender sensitization has enhanced women participation in peace support operation for the Kenya mission contingents in Somalia. The findings were presented in Table 4.11.

Table 4.11. Gender Sensitivity Workshop

Gender Sensitivity Workshops	Likert Scale	Frequency	Percentage
National peace support operations regularly organizes gender sensitivity workshops and awareness of women issues for all the staff.	Strongly disagree	8	9.2
	Disagree	10	11.5
	Neutral	24	27.6
	Agree	28	32.2
	Strongly Agree	17	19.5
	Total	**87**	**100.0**

Source: Researcher (2022)

From Table 4.11, it was found that 32.2% of respondents agreed that national peace support operations regularly organizes gender sensitivity workshops and awareness of women issues for all the staff. The study established that 19.5% strongly agreed to the statement, 27.6% were neutral, 11.5% disagreed while 9.2% strongly disagreed. UNDP (2022) observe how people who have undergone gender sensitization have a better understanding of the differences between sexes, how gender is socially produced, and gender stereotypes which aids individuals in distinguishing between stereotypes and true gender-based assumptions. From the findings, majority at 51.7% agreed that there were gender sensitization workshops. This means that there was more understanding of issues affecting both men and women in military which created harmony within the working environment necessary for increasing women participation in peace support operations.

Confirmation from the Ministry of Defense, the third interviewee noted;

> "Gender studies has been introduced in all National Police training institutions. In selecting course participants, there is an emphasis to ensure gender balance and taking care of the marginalized communities. During training, all students, both male and female are given equal opportunities to learn and excel. Other relevant courses that enhance gender mainstreaming like mental health, HIV & AIDs, Counseling and the constitution are taught and practiced in the National Police Service. "In every decision-making strategy, gender policy is followed to the letter. Gender parity has been given priority both in promotions and duties to ensure equality" (Interview, 3).

From the findings, it is clear that the AMISOM mission contingents received gender sensitization that included all the staff. This helped in reducing any marginalization that may exists to reduce women participation in peace support operations. The interview results agree with the findings from the questionnaire thereby validating the results.

4.4.5. Women Focused Workshops

These are ideas for women empowerment workshops focused on developing a setting where women may make decisions on their own behalf for the good of society as a whole. These ideas are created to assist women in gaining self-assurance, practicing self-care, and encouraging one another's success in personal and professional endeavors (Gwale, 2021).

Previous workshop involving the women was held in 2018 in New York which was the 62nd yearly commission on the status of women. The forum helped in raising awareness about women issues, developing guidelines while also holding the government accountable. These forums are also used to benchmark improvements made in other countries which are then used to make policy recommendations of women participation

at the national level as well as cascading at the government agencies and ministries. Other consultation platforms and cooperation involving stakeholders are joint gender steering committees which is held every two years to provide regular policy areas on gender related issues (Ministry of Public, Youth and Gender Affairs, State Department for Gender Affairs., 2018). The study analysed how women focused workshops helped in enhancing women participation as mission contingents in Somalia. The findings were presented in Table 4.12.

Table 4.12. Women Focused Workshops

Workshops	Likert Scale	Frequency	Percentage
National peace support operations occasionally organizes workshops aimed at improving women skills in decision making.	Strongly disagree	5	5.7
	Disagree	12	13.8
	Neutral	32	36.8
	Agree	21	24.1
	Strongly Agree	17	19.5
	Total	**87**	**100.0**

Source: Researcher (2022)

From Table 4.12, it was found that 24.1% agreed that national peace support operations occasionally organized workshops aimed at improving women skills in decision making. The study established that 19.5% strongly agreed to the statement, 36.8% were neutral, 13.8% disagreed while 5.7% strongly disagreed to the statement. This means that 43.6% of the participants agreed that there were workshops that were occasionally organized to enhance women skills in decision making. However, the high number of respondents who remained neutral at 36.8% was surprising as they chose not to agree nor disagree to the statement while 19.5% disagreeing.

In order to ensure that women have equal rights and to give them the self-confidence to assert those rights, it is essential to strengthen and increase the social, economic, political, and legal position of women by giving them a chance to take part in decision making on security issues (Gwale, 2021). The Commission on the Status of Women (CSW) each year evaluates progress in the implementation of women's empowerment which stresses the importance of taking action in important policy areas with the full and active participation and leadership of women such as policy frameworks to combat gender-based discrimination and the enduring structural barriers in the workplace, improving women's access to education, training, and skill development (UN Women, Commission on the Status of Women, 2022). The findings showed that there is improvement in women empowerment initiatives aimed at developing skills needed for more women to participate in decision making and involvement in peace support operations.

4.5 Proportion of Women in Peace Support Operations in Kenya's Mission Contingents in Somalia in the Period 2011-2020

Women have increasingly joined the peacekeeping family as it has changed to represent the populations we serve, which has improved operations. Women have a positive influence on peacekeeping environments and are deployed in all capacities, including the police, military, and civilian ones. This includes supporting the role of women in fostering peace and defending women's rights. Women peacekeepers have demonstrated that they are capable of performing the same responsibilities, to the same standards, and in the same challenging situations as their male counterparts in all disciplines of peacekeeping (UN Peacekeeping, 2022). The study analysed the proportion of women in peace support operations among mission contingents in

Somalia examining women working as UN Mission experts, women commanders and women working as low-level staff.

4.5.1 Proportion of Women Working as UN Mission Experts

According to a report by the Permanent Mission of France, it has been demonstrated that more women participating in peace support operations more effective, ensure better access to local people, especially women, and better promotion of human rights and the protection of civilians. Women's active participation in political processes and decision-making is encouraged by their presence in peacekeeping operations. Additionally, women made up 1% of the deployed uniformed soldiers in 1993. By November 2021, women made up 5.6% of military contingents and 19.57% of staff officers, experts, and observers. Even if there has been progress, efforts to expand the representation of women at all levels of peacekeeping operations must be continued (Permanent mission of France, 2022). The study analysed the proportion of women working as UN Mission experts where the results were displayed in Table 4.13

Table 4.13. UN Mission Experts.

UN Mission Experts	Likert Scale	Frequency	Percentage
The national peace operations has women working as UN mission experts.	Strongly disagree	11	12.6
	Disagree	12	13.8
	Neutral	22	25.3
	Agree	25	28.7
	Strongly Agree	17	19.5
	Total	**87**	**100.0**

Source: Researcher (2022)

From Table 4.13, it was established that 28.7% of respondents agreed that there were women working as UN Mission experts. There were 19.5% of respondents who strongly agreed to the statement, 25.3% remained neutral, 13.8% disagreed while 12.6% strongly disagreed. The study noted that 48.2% agreed while, 26.4% disagreed.

According to the UN women fact sheet (2022), only four of the 52 gender consultants and officers who work for the 12 peacekeeping operations' eight gender units are senior level officers. A total of 148 employees, including 31 full-time gender advisers, were involved in providing gender expertise and support throughout 20 special political missions. A senior gender adviser at the senior level was assigned to seven special political missions. UN Women contributed to gender-responsive conflict analysis and quick gender assessments in humanitarian and war situations in 2021, helping to execute women, peace, and security-focused activities in 76 countries in six regional settings. Two of the five peace processes that the United Nations-led or co-directed in 2021 were led by female mediators and all five involved consultations with civil society and gender specialists. From the findings, the study agrees with UN Women fact sheet (2022) on the increasing participation of women working as UN Mission experts.

According to a study evaluating the situation for women participating in multilateral peace operations in 2021, it is noted that in UN operations since 1948, 31 women have held a total of 37 senior leadership posts. Since 2002 there has been an active appointment of women to senior leadership posts. However, women are still underrepresented despite these achievements. Only the police of two UN peace operations and the civilian staff of three UN special political missions (UNOWAS, UNSCOL, and UNMHA) have achieved gender parity (MINURSO and UNITAMS (Pfeifer, Smit, & Lijn, 2021).

The findings showed 26% of the women disagreeing that women are engaged as UN mission expert, an indication that despite the achievement, there is still under-representation of women within the peace support operations.

Further probe on the number of women who had worked as UN mission expert revealed that 75.9% of the men had worked as UN mission expert while 24.1% women had been engaged as experts in the UN mission experts. Figure 4.2 showed the results.
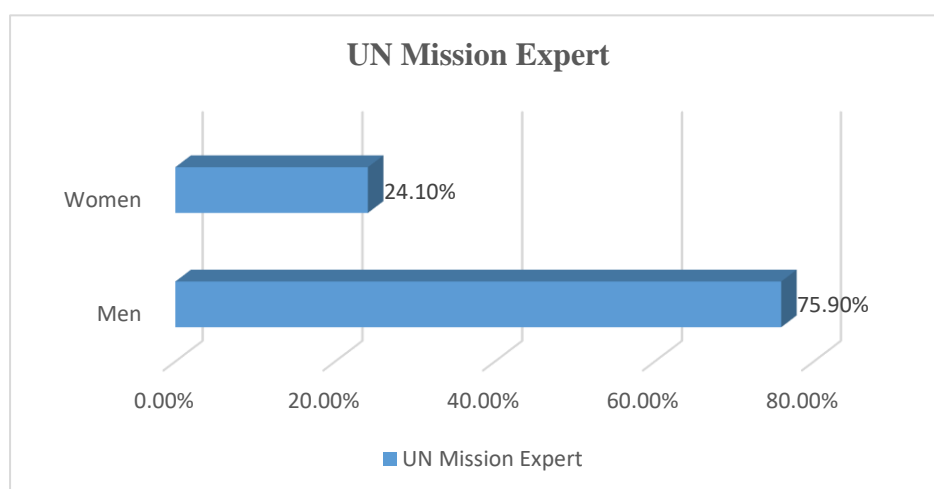
Figure 4.2 UN Mission Expert
Source: Researcher (2022)

From the findings, it showed that despite the increasing effort being made to include the women in senior positions, they are still lagging behind. This means that the government of Kenya, as a member of the UN and AU should avail more opportunities for the women to enhance their participation in peace support operations. This way, the wide gender gap between the male and female will reduce.

The representation of women as UN mission experts and commanders was also confirmed by interview with the fourth interviewee who indicated that women involvement was;

"Good as they participate as security forces especially Police and Kenya Defense forces deploy women as individual Police Officers, contingents and Special Teams…. several women are being appointed to head strategic positions whereby they are involved in making key decisions." (Interview, 4).

The fourth interview from National Police Service indicates that women have been involved in senior leadership positions where they are able to influence decision making. The findings as well, shows that women are involved as field officers which means that it is not only at the senior level but across all cadres of mission contingents where the women are involved. This confirmed that even though the women are the minority at the top executive leadership where decisions are made, there are those who participate at the lower level with some heading strategic positions. UN Women (2015) advised on increased number of women in peace operations as they increase the credibility, diversity of skills and acceptability of the troops.

4.5.2 Proportion of Women Working as Commanders

Female soldiers contribute to military operations in a variety of ways, including in frontline and command positions. When deciding on major operations and decisions that will have an impact on civilians, especially women and girls, female soldiers offer an invaluable perspective (Coomaraswamy, 2015). The study analyzed the proportion of women commanders among the Kenyan mission contingents of Somalia with findings presented in Table 4.14.

Table 4.14. Women Commanders

Women Commanders	Likert Scale	Frequency	Percentage
There are many women commanders in the peace keeping operations.	Strongly disagree	16	18.4
	Disagree	30	34.5
	Neutral	24	27.6
	Agree	8	9.2
	Strongly Agree	9	10.3
	Total	**87**	**100.0**

Source: Researcher (2022)

From table 4.14, it was established that 10.3 % of the respondents strongly agreed that there were women working as commanders in the peace support operations of Kenyan mission contingents of Somalia. The study found that 9.2% agreed to the statement, 27. % remained neutral, 34.5% disagreed while 18.4% strongly disagreed. This showed that majority at 52.9% disagreed that women were working as commanders in the Kenyan mission contingents of Somalia. The findings indicate that even though the women have been involved in peace support operations, they are still less represented as commanders in Kenya.

This is contrary to Norway that has improved its internal recruitment and promotion of women where Lieutenant Colonel Ingrid Gjerde and Ann Clearance, two women, commanded the Norwegian contingent in Afghanistan in 2011. Norway aggressively supported the first female force commander candidate for a UN peace operation in 2012. Although none of them were selected in that year, Norwegian major general Kristin Lund became the first woman to ever lead the force in a United Nations

peacekeeping mission in 2014 (Coomaraswamy, 2015). Kenya should improve its efforts in supporting the women to work in the frontline as commanders.

Further analysis on the proportion of the women working as commanders was presented in Figure 4.3.
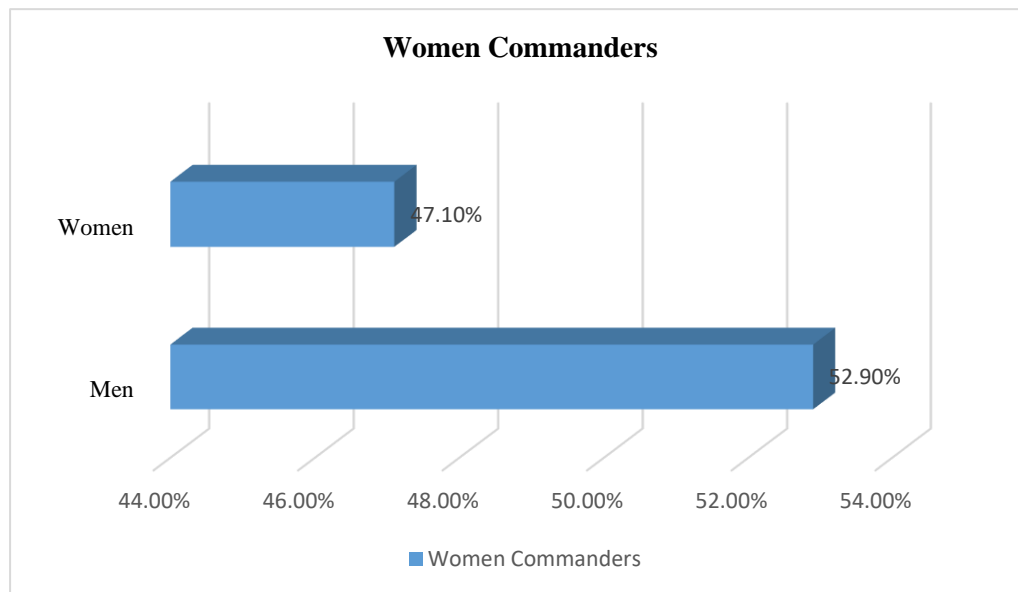
Figure 4.3 Women Commanders
Source: Researcher (2022)

From Figure 4.3, it was established that 52.9% of respondents noted that men were serving as commanders while 47.1% of participants indicated that women were serving as commanders. Even though the men are still ahead working as commanders, the small margin difference indicates the progressive efforts that have been made by AMISOM since 2011 to 2020 to bridge the gender gap and include more women in peace keeping operations.

4.5.3 Proportion of Women Working in Lower-Level Cadres

According to a report by United Nations Peacekeeping (2021), women make up 4.8% of military contingents, 10.9% of established police units, and 34% of government-provided judicial and correctional professionals in UN Peacekeeping deployments in 2020, out of over 95,000 peacekeepers (United Nations Peacekeeping, Women in peacekeeping, 2021). The study analysed the proportion of women in lower-level ranks where the results were indicated in Table 4.15.

Table 4.15. Women Working in Lower-Level Cadres.

Women in Lower Level	Likert Scale	Frequency	Percentage
National peace support operations have recruited women at the lower level cadres.	Strongly disagree	14	16.1
	Disagree	10	11.5
	Neutral	28	32.2
	Agree	26	29.9
	Strongly Agree	9	10.3
	Total	**87**	**100.0**

Source: Researcher (2022)

From the findings in Table 4.15, the study showed that 29.9% of respondents agreed that national peace support operations have recruited women at the lower-level cadres, 10.3% strongly agreed, 32.2% remained neutral, 16.1% strongly disagreed while 11.5% disagreed to the statement. From the study, 40.2% agreed that women were working at lower-level cadres in peace support operations by Kenyan mission contingents in Somalia.

While the UN supports and pushes for the deployment of women to uniformed positions, Member States are ultimately responsible for placing women in the military and police. To increase the number of female police personnel working for national and international UN police activities, the UN Police Division created "the Global Effort." to ensure that 15% of women serve in military contingents by 2028, and 25% must be staff officers and military observers. By 2028 the goal for women working in organized police units is twenty percent, and 30% for individual officers. The number of female peacekeepers is therefore expected to rise in the next few years especially those in lower levels (United Nations Peacekeeping, Women in peacekeeping, 2021). The findings demonstrate how Kenya as a member state of UN, has made progress to recruit more women in the disciplined forces thereby giving the women more opportunity for participation at the lower-level cadres in Kenyan mission contingents in Somalia.

4.6 Challenges to Sustainable Increase of Women in Peace Support Operations of Kenya's Mission Contingents in Somalia in the Period of 2011-2020

Challenges are hindrances that have continued to deny the women opportunities to advance their careers within the peace support operations. The study analyzed some of the challenges that have derailed women participation in peace support operations where focus was on; lack of information, selection procedure for peace support operations, and presence of corruption and years of experience.

4.6.1 Lack of Information

According to Sharland (2020) on the challenges to sustainably increasing women's participation and gender equality in peacekeeping, women are left out because most of them are not involved in decision making and are hence not well informed about the available opportunities. The study analysed how lack of information inhibited the

increasing participation of the women as Kenyan's mission contingents of Somalia. The findings were presented in Table 4.16.

Table 4.16. Lack of Information.

Lack of information	Likert Scale	Frequency	Percentage
Lack of information to AMISOM peace support operations deployment opportunities have reduced women participation to peace operations.	Strongly disagree	12	13.8
	Disagree	27	31.0
	Neutral	18	20.7
	Agree	21	24.1
	Strongly Agree	9	10.3
	Total	**87**	**100.0**

Source: Researcher (2022)

From Table 4.16, it was noted that 31.0% of respondents disagreed that lack of information to AMISOM peace support deployment opportunities have reduced the women participation. The study also observed that 13.8% strongly disagreed to the statement, 24.1% agreed, 10.3% strongly agreed while 20.7% of respondents were neutral. From the findings, 34.4% of participants were in agreement that lack of information reduced opportunities to the women on peace support operations deployment while 34.8% showed their disagreement. This means that there was no big difference between those who agreed and those who were against the statement. The findings shows that even though information awareness has been enhanced within the mission contingents, there are still challenges the women were experiencing that denied them the chance to access information that could have given them opportunity to participate in the Kenyan mission contingents in Somalia.

Sharland (2020) noted that programs intended to increase the number of women serving in uniformed components usually fall short of the objectives and benchmarks set most because of the many barriers that are left unsolved. More information on the obstacles to uniformed women's engagement in peacekeeping at the country level is needed. There is still a need for more country-specific data on these barriers just like the most recent Security Council resolution on women's participation in peacekeeping (resolution 2538) encouraging member states to identify and address the barriers "in the recruitment, deployment, and promotion of uniformed women peacekeepers." Having contributing nations offer gender-disaggregated statistics on the number of people in their military and police would be a helpful place to start, although that task is challenging given that many militaries do not publish their numbers let alone the number of women in peacekeeping (Sharland, Challenges to Sustainably Increasing Women's Participation and Gender Equality in Peacekeeping, 2020).

4.6.2 Selection Procedure for Peace Support Operations

The selection procedures are the requirement that have been put place by the deploying agency to ensure that those who are deployed are perfect fit. To serve in peace missions around the world as individual Staff Personnel, Military Observers, or as a part of a formed unit from a single Troop-Contributing Country, the United Nations Office of Military Affairs needs highly qualified military officers from UN Member States. The study analysed how selection procedure influenced sustained participation of the women in the peace support operations. The findings were presented in Table 4.17.

Table 4.17. Selection Procedure

Selection Procedure	Likert Scale	Frequency	Percentage
Selection procedure for the AMISOM peace support operations is transparent and open to all discipline forces.	Strongly disagree	22	25.3
	Disagree	17	19.5
	Neutral	22	25.3
	Agree	10	11.5
	Strongly Agree	16	18.4
	Total	**87**	**100.0**

Source: Researcher (2022)

From the findings in Table 4.17, 25.3% of respondents strongly disagreed that selection procedure for the AMISOM peace support operations was transparent and open to all disciplined forces. There were 19.5% who disagreed, 25.3% were neutral, 18.4% strongly agreed while 11.5% agreed to the statement. This means that 44.8% disagreed that the selection procedure was transparent to all disciplined forces.

Krause et al (2015) confirmed recruitment challenges faced by the women that reduced their participation in peace and security issues. Gittoni, Lehouck and Watson (2018) added that women recruitment at the local level was becoming a challenge as corruption was reducing women participation among Ghanaian troops where selection was based on connections with senior officers. Wollstone-Craft (1792) liberal feminism theory calls for removal of barriers that hinders women participation to allow more women representation. Cohen (2013) and Eager (2014) suggest remedies to gender inequalities where policies are integrated to support building of strong institutions to enhance women participation in peace keeping operations. This will ensure transparency in selection based on qualification of potential recruits.

4.6.3 Corruption in the Nomination and Selection of Peace Support Personnel

Over time, corruption has amplified to colossal proportions as a global reality. Both the number of individuals involved and the sum of money involved have increased recently. Corruption refers to the illegal act of using entrusted power for personal gains where the women who are qualified for recruitment in the peace support operations do not get opportunity in the nomination and selection process of AMISOM peace operations. (Bardhan, 2015). The study analysed how corruption hinders women participation as AMISOM mission contingents in Somalia. The findings were presented in Table 4.18.

Table 4.18. Corruption in the Nomination and Selection of Peace Support Operations

Corruption	Likert Scale	Frequency	Percentage
Presence of corruption in the nomination and selection of peacekeeping operations has reduced the number of women participants in peace operations.	Strongly disagree	16	18.4
	Disagree	12	13.8
	Neutral	28	32.2
	Agree	15	17.2
	Strongly Agree	16	18.4
	Total	**87**	**100.0**

Source: Researcher (2022)

From Table 4.18, the study found that 18.4% of respondents strongly agreed that the presence of corruption in the nomination and selection of peace keeping operations had reduced the number of women participating in peace support operations with AMISOM. It was found that 17.2% of the respondents agreed to the statement, 32.2% were neural, 18.4% strongly disagreed while 13.8% disagreed. From the results, 35.6%

agreed that indeed, there was corruption while 32.2% disagreed. The small difference in the agreement indicates that despite the presence of corruption working against the women representation, there are efforts that are being made to improve the systems and eradicate corruption to allow more qualified women to participate in the peace support operations.

According to research by Hyun (2015), in a comparative study of Kenya and Korea from 1963 to 2007: an investigation of strategies to control corruption in the police service. The study found that elements favoring corruption in the police service included police personnel holding other professions and pay rates. The study suggested that the selection of police officers be based on proper testing procedures rather than physical prowess to allow the participation of more women. (Hyun, 2015). The current study has demonstrated the short comings within the national security systems where there are still evidence of corruption which may taint the image of the entire security system. This has further been confirmed by the third interviewee who added that;

> "…..corruption and tribalism in our department has been the order of the day hence if you don't have any relative or senior person in the department you can't be considered to go for peace operations even if you've qualified…" (Interview, 3).

The interview findings paint a picture of unethical practices demonstrating the need for improved recruitment systems to enhance transparency in selection and nomination of potential AMISOM troops in Somalia. It also showed that when recruitment is based on nepotism, there could be incompetent officers who are being deployed as mission staff that may reduce operational effectiveness. This according to Hyun (2015), may taint the picture of the country negatively within the international environment.

4.6.4 Years of Experience

According to John Dewey's theory, experience is the interaction of security officers with their environment. This experience may be direct with things or people, or it may come as a reflection of things that have happened hence aiding in learning and improvement of one's performance (Acampado, 2019). Security environment is characterized with uncertainties that may require deployment of experienced officers. The study analyzed how experience influenced increasing participation of women as mission contingents of AMISOM, Somalia. The findings were presented in Table 4.19.

Table 4.19. Years of Experience

Experience Requested	Likert Scale	Frequency	Percentage
Years of experience requested for each position in the peace keeping position has limited the number of women forces in the peace operations	Strongly disagree	15	17.2
	Disagree	12	13.8
	Neutral	25	28.7
	Agree	19	21.8
	Strongly Agree	16	18.4
	Total	**87**	**100.0**

Source: Researcher (2022)

From Table 4.19, it was established that 21.8% of respondents agreed that the years of experience that was being requested for peace keeping position limits the number of women participants in peace operations. The study also found that 18.4% of the respondents strongly agreed, 17.2% strongly disagreed, and 13.8% disagreed while 28.7% remained neutral. From the findings 40.2% agreed that experience was a

challenge to their increasing participation in the AMISOM mission contingents in Somalia.

The requirement for candidates to have at least five years of experience, and up to eight years for heads of operation, is one of the most frequently mentioned obstacles to women participating in peacekeeping missions according to the Elsie initiative for women in peace operations study baseline by Ghittoni, Lehouck and Watson (2018). While people in their early 20s are likely the most willing to deploy, many potential candidates won't meet the requirements until they are in their late 20s or early 30s, when many have families or are about to start one. Women have also enlisted later in many countries due to historical restrictions on their participation in police and military institutions generally or in specific roles, due to historical restrictions on their enrollment in police and military academies, or because their recorded service years have been cut short due to career interruptions. The findings demonstrate that experience is still a challenge to many women hence limiting their sustained increase in participation. This agrees with Ghittoni, Lehouck and Watson (2018) on the experience requirement which is one of the obstacles the women in security face hence the need to reduce experience gap to allow more women involvement in peace support operations. Interview with the fourth interviewee further added;

> "Women lack requisite skills like driving, computer, report writing skills, nepotism during deployment. This makes them lack interest in the operations. Patriarchy especially in areas perceived to be hostile hence the decision makers only deploy men and general lack of exposure about peace keeping operations" (Interview, 4).

From the interview field report, women are still falling short of skills needed to enable them access opportunity for enlistment in peace support operations. These skills such

as computer is necessary for any office work while driving enables the women to participate in field operations. Report writing skills on the other hand, gives the women opportunity to work at the senior level, providing strategic and operational reports needed in decision making. Women who do not have these skills are discouraged hence rarely participate at the recruitment level that lowers their participation in peace support operations. The findings showed that women are still experiencing skill gaps that is hindering their increased involvement in peace support operations.

4.7 Peace Support Operations of Kenya's Mission Contingents in Somalia in the Period 2011-2020

AMISOM, or the African Union Effort in Somalia, is a current United Nations-approved regional peacekeeping mission that is carried out by the African Union. Although women have been involved in AMISON operations, there have been challenges in involving women fully. Hendricks (2018) on Progress and challenges in implementing the women, peace and security agenda in the African Union's peace and security architecture notes that women are now better represented in architecture, but there is still much work to be done on a programmatic level by the AU, especially in peace negotiations and peace support operations. The study investigated AMISOM peace support operations in Somalia to determine its impact based on gender-based violence, operational effectiveness, reinforced skills sets, longevity of peace and acceptance by the host country.

4.7.1 Reduced Gender Based Violence

Gender based violence is directed at certain individuals of groups based on their gender or sexual orientation usually experienced by the women in a male dominated systems,

families or organizations such as the military. This includes sexual harassment, physical assault, psychological, emotional, enslavement and forced prostitution (Collins, 2013). These are rarely reported where those who victims are forced to conceal. The study analyzed how AMISOM mission contingents influenced gender-based violence based on women inclusion. The findings were presented in Table 4.20.

Table 4.20. Gender Based Violence.

Reduced Gender-Based Violence	Likert Scale	Frequency	Percentage
AMISOM peace support operations recorded reduced gender-based violence due to the participation of women contingents.	Strongly disagree	6	6.9
	Disagree	5	5.7
	Neutral	25	28.7
	Agree	31	35.6
	Strongly Agree	20	23.0
	Total	**87**	**100.0**

Source: Researcher (2022)

From the findings in Table 4.20, it was noted that 35.6% of respondents agreed that AMISOM peace support operations recorded reduced gender-based violence due to participation of the women contingents in Somalia. It was also found that 23.0% strongly agreed to the statement, 28.7% remained neutral, 6.9% strongly disagreed while 5.7% disagreed. This means that majority at 58.6% agreed that involvement of the women in AMISOM helped in reducing gender-based violence in peace operations in Somalia.

According to the Elsie initiative for women in peace operations study baseline, gender-based harassment is a major deterrent to women's full involvement in peacekeeping operations. According to research, while sexual and gender-based harassment occurs frequently throughout all security institutions, incidents are more common during deployments because of morale-loosening effects of being away from one's home country, competition between units and cohorts, and the emergence of cliques with "boys' club" mentalities. Sexual and gender-based harassments are frequently mentioned in the literature on increasing women's participation in peacekeeping. This shows that the problem is widespread, significant, and that neither national institutions nor the UN system have adequate prevention or response procedures (Bista, Standing, Parker, & Sharma, 2022).

The findings indicated by majority agreement that there was reduced gender-based violence is a clear indication that gender sensitization programs and improvement of the systems within the security environment for AMISOM mission contingents is bearing fruits. Further, findings from interview indicated how peace keeping has provided support to host countries through realizing peace, changing attitude of the community through involvement of the women in peace keeping operations as opined by the first interview:

"there has been support to host countries especially in addressing issues of sexual gender based violence, women leadership and participation in peace operations, protection of civilians and children, negotiations and general improvement in quality of life for the civilians in the host country….civil and military cooperation, gender parity, realistic peace , gender equality is achieved ……AMISOM has succeeded in changing attitude of Somali women towards fields that are male dominated …Women are peace makers and this has greatly helped AMISOM in peace process…."The refugees especially women when attended by women who work in security institution they feel secure…Women get inspired and empowered when they are considered to participate in peace support operations " (Interview, 4).

The findings demonstrate how the diversification of gender in peace support operations can bear fruits as the women come with skills that the men may not be able to provide. The women easily interact with the locals and fellow women which creates environment of trust and safety to the women victims. The women are also able to offer capacity building to their fellow women in the conflict areas thereby be able to report cases of violence as well as take report gender-based violence. The cooperation of the military and the locals is further enhanced by the presence of the women in peace support operations. The involvement of the women in peace operations as stated in the interview that women refugees feel safe when they are attended to by women in security confirm what Bertalazzi (2010) observed that women inclusion in peace operations may enable the troops to access vulnerable population as well as working with the female refugee victims who have experienced sexual violence.

4.7.2 Increased Operational Effectiveness

Operational effectiveness is having processes in place according to an organization's capabilities which are then used to realize the objectives of the organization. Additionally, operational effectiveness is improving the system to make it better and using existing resources to reduce chances of failure hence improving performance

(Santa, Ferrer, & Hyland, 2022). Within the AMISOM troops, mission contingents may be based on a combination of men and women troops based on their capabilities to improve performance. The study analysed operational effectiveness based on inclusion of women in AMISOM mission contingents in Somalia. The findings were discussed in Table 4.21.

Table 4.21. Increased Operational Effectiveness

Operational Effectiveness	Likert Scale	Frequency	Percentage
There is increased operational effectiveness due to gender diversity of the AMISOM troops.	Strongly disagree	3	3.4
	Disagree	5	5.7
	Neutral	31	35.6
	Agree	23	26.4
	Strongly Agree	25	28.7
	Total	**87**	**100.0**

Source: Researcher (2022)

From Table 4.21. It was found that 28.7% of participants agreed that with the inclusion of women in AMISOM troops, there was increased operational effectiveness due to gender diversity, 26.4% agreed to the statement, 35.6% were neutral, and 5.7% disagreed while 3.4% strongly disagreed. The findings showed that majority at 55.1% agreed that there was improved operational effectiveness due to participation of the women in peace support operations in Somalia.

In a research, does gender parity in peacekeeping forces affect their effectiveness? Investigating how female peacekeepers affect post-conflict behavior and consequences, Narang and Niu (2021) found that the idea behind female recruitment is that female

peacekeepers have unique skills that increase the effectiveness of their units in a variety of ways. The study found evidence that a higher percentage of female staff is consistently associated with greater implementation of women's rights laws and a greater willingness to report rape. The findings agreed with Narang and Niu (2021) that women bring in more value to the troops through their unique skills that improved the AMISOM effectiveness in Somalia.

4.7.3 Reinforced Skills Sets

Skills are gained through accredited programs that individuals undertake to improve their cognitive capabilities as well as enabling the access of career opportunities within the organization (State of Victoria, 2021). The study analyzed skills sets within AMISOM mission contingents based on the inclusion of women. The findings were presented in Table 4.22.

Table 4.22. Reinforced Skill Sets.

Skills Sets	Likert Scale	Frequency	Percentage
Women participation in peace operations reinforced skill sets of AMISOM troops leading to better engagement with the host country.	Strongly disagree	2	2.3
	Disagree	4	4.6
	Neutral	26	29.9
	Agree	31	35.6
	Strongly Agree	24	27.6
	Total	**87**	**100.0**

Source: Researcher (2022)

From Table 4.22, the findings showed that 35.6% of respondents agreed that women participation in peace support operations reinforced skills sets of AMISOM troops

leading to better engagement with the host country. There were 27.6% of participants who strongly agreed to the statement, 29.9% remained neutral, 4.6% disagreed while 2.3% strongly disagreed. This showed that 63.2% of the respondents agreed that women inclusion in AMISOM reinforced skills sets that enhanced engagement with the host country.

According to a study on the Participation of Women in Peace Building in Somalia: A Case Study of Mogadishu by Gichuru (2014), for both men and women to be able to constructively engage, especially in governing institutions, education, skills, and experience are important. Men tend to rule the majority of institutions in many African nations due to the gender disparity in literacy rates and skill sets. Additionally, the few literate women are frequently excluded from society and left alone. Additionally, it is expected that fewer women will participate in highly technical fields like mediation and peace talks. Women who have participated in leadership positions in AMISON are mostly the educated ones and although they bring unique skills like crisis management and decision making, they are also included in technical capacities due to their skills combination. The findings showed that the diversity in skills sets existing in AMISOM reduced the gender inequality and dominated male society. It also showed that with more skill sets from the women, the future is promising where women will occupy other positions within the security environment previously reserved to the men.

4.7.4 Longevity of Peace

The study analysed how AMISOM mission contingents in Somalia impacted longevity of peace due to women inclusion as mission contingents. The findings were highlighted in Table 4.23.

Table 4.23. Longevity of Peace.

Longevity of Peace	Likert Scale	Frequency	Percentage
AMISOM peace operations have recorded longevity of peace due to women participation in peace operations.	Strongly disagree	5	5.7
	Disagree	12	13.8
	Neutral	25	28.7
	Agree	25	28.7
	Strongly Agree	20	23.0
	Total	**87**	**100.0**

Source: Researcher (2022)

From Table 4.23, there were 28.7% of the participants who agreed that AMISOM peace operations recorded prolonged peace due to the inclusion of women in peace operations, 23.0% strongly agreed, 28.7% were neutral, 13.8% disagreed while 5.7% strongly disagreed. From the findings, majority at 51.7% agreed that the participation of women as AMISOM peace support officers enabled longevity of peace.

According to a study by Krause, Werner and Branfos (2018) on Women's Participation in Peace Negotiations and the Durability of Peace, there is a growing consensus that women's involvement in peace talks improves the standard and longevity of peace following a civil conflict. The research showed a strong link between lasting peace and peace treaties signed by female delegates. Additionally, peace treaty clauses targeted at political reform were found in much higher numbers and with higher implementation rates in accords signed by women. This is because women use regional mediation networks with influence in peace processes. These help in building bridges and formulating gender-sensitive inputs necessary for consideration in ending the conflict

(UN Women, 2018). There is therefore a connection between female signatories and female civil society organizations that account for the beneficial effects of women's active involvement in peace negotiations and support. The findings have confirmed what Krause, Werner and Branfos (2018) found that women inclusion reinforces the need for long duration of peace hence their inclusion in peace support operations.

4.7.5 Increased Acceptance by the Host Country

The study analysed how the participation of women helped in improving acceptance of AMISOM in the host country. The Findings were discussed in Table 4.24.

Table 4.24. Acceptance by the Host Country

Acceptance by the Host Country	Likert Scale	Frequency	Percentage
AMISOM contingents with women participants have recorded increased acceptance by the host country.	Strongly disagree	5	5.7
	Disagree	7	8.0
	Neutral	20	23.0
	Agree	31	35.6
	Strongly Agree	24	27.6
	Total	**87**	**100.0**

Source: Researcher (2022)

From Table 4.24, it was established that 35.6% of respondents agreed that women involvement as AMISOM contingents increased acceptance by the host country, 27.6% strongly agreed, 23.0% were neutral, 8.0% disagreed while 5.7% strongly disagreed. This showed that majority at 63.2% agreed that the inclusion of the women in peace support operations helped bring more acceptance from the host country, Somalia.

This has been made possible through the intervention of civil societies who are calling upon the women to take the roles of peacebuilding and therefore there is progress in perception change on women involvement within the Somali society. Additionally, women centered transformative dialogues have been held in Kismayo with women groups that aim to encourage the women to share their experiences and perspectives in ending the conflict. The inter-clan dialogue for women who have experienced conflicts is made possible to highlight issues that create conflicts. These are later linked in with peacebuilding structures within the national level for enhanced peace building and advocacy (Life and Peace Institute, Peace Direct, Somali Women Solidarity Organization., 2018).

Pruitt (2016) observed how the deployment of an all-female peacekeeping unit in Liberia was received positively by all people including the locals and the government. The officers who were well-trained for the mission managed to calm the anxious citizens since they were not seen as a threat but rather as allies in the fight. Women's involvement in peacekeeping help maintain the human rights of women and girls in the war-torn country. Cases of sexual and gender-based violence are reduced and this makes the locals and the host country receive them well. The findings agree with Pruitt (2016) who observed how the troops consisting of women were well received in Liberia. The current study has also observed the well reception the AMISOM troops received in Somalia. This shows that there should be consideration for the inclusion of the women in any peace support operations as they come with diversity of skills, increase more chances of being acceptable by the locals, helps in reducing gender-based violence as well as increasing the effectiveness of the mission contingents.

4.8 Conclusion

This chapter presented data collected its analysis, interpretation and discussions. The chapter aimed to present results gathered on women participation in peace support operations. The analysis for quantative data was done using descriptive and inferential statistics and findings were presented in tables, mean, standard deviation and percentages. The qualitative data was analyzed using content and thematic analysis. In the discussion, the study concluded as follows. In the first objective, found that through the UN rationale for women inclusion in peace support operation, there has been increased involvement of the women in peace support operations in Somalia. On the second objective, the study found that there were gender units and coordinators that were put in place to handle issues pertaining women seconded to peace support operations in Kenya. On the third objective, it was noted that there were women from Kenya who were working as UN mission experts. However, there were very few women who were working as military commanders and strategists. The study established that women experienced challenges in ensuring increased number of those participating in missions. Corruption among other factors was identified as a challenge marring the nomination and selection process of women to peace support operations. The study also found that women participation added value to the African Mission in Somalia contingents by reinforcing skill sets, increasing acceptance by the host country and reducing gender-based violence. The next chapter will cover the summary of findings, the conclusion and recommendation of this study in details.

CHAPTER FIVE

SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

5.0. Introduction

This chapter provided the summary of study findings, conclusions and recommendation for policy, practice and further research. The study aimed to investigate women participation in peace support operations; a case of Kenya's contingents in Somalia, 2011-2020. Specific objectives were; to evaluate UN rationale for women participation in peace support operations, to assess the extent of gender mainstreaming of women in peace support operations, to establish the proportion of women in peace support operations and to examine the challenges to sustainable increase of women in peace support operations of Kenya's mission contingents in Somalia in the period of 2011 and 2020. The study used questionnaire and interview to collect data from 150 participants. Data analysis was done through descriptive statistics. The findings were presented in tables, percentages and graphs.

5.1 Summary of Findings

The study achieved a response rate of 82% which was considered excellent for analysis. On the gender of participants, it was established that 74.7% of respondents were in the age category of 34-41, there were 13.8% of respondents who were aged from 26-33, 10.3% of participants were above 50 years while those who were aged from 18 to 25 years were 1.1%. This showed that all the respondents were adults capable of making voluntary participation in data collection to support the research objectives. The study found that 71.3% of participants had 15 years and above experience working as security personnel. There were 17.2% of respondents who had worked for 10-15 years, 8% noted that they had been in service for 5-10 years while 3.4% noted that they had 1-5

years of experience. On academic qualification, the study indicated that 31% of respondents were bachelor holders, 27.6% had high school education, those who had attained diploma level were 26.4% whereas, 14.9% were post-graduate holders. This means that all the participants were highly skilled with good understanding of the English language that was used in providing responses.

5.1.1 UN Rationale for Women Participation

The study evaluated the UN rationale for women participation in peace support operations of Kenya's mission contingents in Somalia in the period 2011-2020. The study analysed UN rationale for women participation, UNSCR 1325 and women in peace support (WPS). The study found that 42.5% of the women agreed that Kenyan women were involved in peace support operations in Somalia, 18.4% strongly agreed, 13.8% strongly disagreed, and 11.5% disagreed while 13.8% remained neutral. This means that majority at 60.9% agreed that the women in Kenya were involved in peace support operations. On the UNSCR 1325, the study found that 43.7% agreed that their employer had put in place integration of women needs in the peace keeping force that had empowered the women to participate more in peace support operations in Somalia. There were 19.5% of the participants who strongly agreed to the statement, 13.8% were neutral, 12.6% strongly disagreed while 10.3% disagreed. The result showed that 63.2% of the respondents agreed to the statement. On the WPS, the study established that 34.5% of participants agreed that the Kenya government had put in place laws that promoted women's participation in peace support operations, 21.0% strongly agreed, 17.2% were neutral, 10.3% disagreed while 6.9% strongly disagreed. Interview findings indicated that the gender rule had not been followed when determining participants in peace operations where there are harsh environment.

5.1.2 Gender Mainstreaming of Women

The study analyzed gender mainstreaming of women in peace support operations where analysis was aimed at; gender units, gender coordinators, training programs, gender sensitivity workshops and women focused workshops. On the establishment of gender units, the study noted that 36.8% of participants indicated that there was a gender unit established within the national peace keeping mission to address women issues related with peace operations, 16.1% strongly agreed, 19.5% were neutral, 16.1% disagreed while 11.5% of respondents expressed their strong disagreement. On the question of whether gender coordinators were in place, it was observed that 35.6% of participants agreed to the statement, 18.4% strongly agreed, 27.6% remained neutral, 10.3% strongly disagreed while 8.0% disagreed. The study also found that 27.6% of respondents agreed that there were on-going training programs where all permanent, temporary and field mission personnel were given opportunity to attend, 20.7% strongly agreed to the statement, 27.6% were neutral, 12.6% disagreed while 11.5% o respondents strongly disagreed. The study also found that 24.1% of participants agreed that national peace keeping occasionally organizes workshops aimed at improving women skills in decision making, 19.5% strongly agreed, 36.8% were neutral, 13.8% disagreed while 5.7% strongly disagreed.

5.1.3 Proportion of Women in Peace Keeping Operations

The study investigated the proportion of women in peace support operations of Kenya's mission contingents in Somalia in the period 2011-2020 where the focus areas were; UN mission experts, women commanders and women in lower level cadres. It was revealed that 28.7% agreed that national peace operations had women who were working as mission experts, 19.5% strongly agreed, 25.3% remained neutral, 13.8%

disagreed while 12.6% strongly agreed to the statement. It was established that 34.5% of respondents disagreed that there were women working as commanders in peace support operations, 18.4% strongly disagreed, 27.6% were neutral, 9.2% agreed while 10.3% strongly agreed. The study also noted that for the women who were working in the lower level cadres, 29.9% of respondents agreed to the statement, and 32.2% were neutral, 16.1% strongly disagreed, 11.5% disagreed while 10.3% strongly disagreed.

5.1.4. Challenges to Sustainable Increase of Women in Peace Support Operations

The study analysed how the challenges the women were experiencing influence their sustainable increase in participation in peace support operations as mission contingents in Somalia. The areas that were analysed were; lack of information, selection procedure, corruption and years of experience. On lack of information, 31.1% disagreed that lack of information to AMISOM pace support operations reduced opportunities for the women participation in peace support operations, 24.1% agreed to the statement, 20.7% were neural, 13.8% strongly disagreed whereas, 10.3% strongly agreed to the statement. On the issues of selection procedure, the study noted that 25.3% strongly disagreed that selection procedure for the peace support operations was transparent and open to all disciplined forces, 25.3% were neutral, 19.5% disagreed, 18.4% strongly agreed while 11.5% agreed to the statement. Another challenge that was observed was corruption where it was found that 18.4% of respondents strongly agreed that the presence of corruption in the nomination and selection reduced the chances for the women to participate in peace support operations, 17.2% agreed to the statement, 32.2% were neutral, 18.4% strongly disagreed while 13.8% disagreed. The study also established that 21.8% of respondents agreed that years of experience requested for each position in peace support operations limited their increasing participation, 18.4% strongly

agreed, 28.7% were neutral, 17.2% strongly disagreed while 13.8% disagreed. Of all the challenges, experience affected the women more at 40.2%, corruption was at 35.6%, lack of information 34.4% while selection procedure was 29.9%. Interview findings noted that corruption, nepotism, lack of skills, patriarchy and culture affected women involvement in peace operations.

5.1.5 AMISOM Peace Support Operations since 2011-2020

The study analysed AMISOM peace support operations since from 2011-2020 where the focus was on; reduced gender based violence, operational effectiveness, reinforced skill sets, longevity of peace and acceptance by the host country. On gender based violence, the study noted that 35.6% of respondents agreed that AMISOM peace support operations recorded reduced gender-based violence due to the participation of the women in mission contingents, 23.0% strongly agreed to the statement, 28.7% remained neutral, 6.9% strongly disagreed while 5.7% disagreed. On whether operational effectiveness was achieved, the study noted that 28.7% strongly agreed to the statement, 26.4% agreed, 35.6% were neutral, 5.7% disagreed while 3.4% strongly disagreed that there was increased operational effectiveness due to gender diversity of the AMISOM troops. The study revealed that 35.6% of participants agreed that women participation in peace support operations reinforced skill sets of AMISOM troops leading to better engagement with the host country, 27.6% strongly agreed, 29.9% were neutral, 4.6% disagreed while 2.3% strongly disagreed. The study also observed that 28.7% of respondents agreed that AMISOM peace support operations recorded longevity of peace due to women participation in peace operations, 23.0% strongly agreed, 28.7% were neutral, and 13.8% disagreed while 5.7% strongly disagreed. The study analysed how the troops were accepted based on women participation where it

was noted that 35.6% of respondents agreed that agreed that AMISOM contingents with women participants recorded increased acceptance by the host country, 27.^strongly agreed, 23.0% were neutral, 8.0% disagreed while 5.7% strongly disagreed.

From the five areas analysed; reinforced skill sets and acceptance by the host country were rated high at 63.2% each, reduced gender based violence at 58.6%, operational effectiveness at 55.1%, and longevity of peace at 51.7%. Other findings from interview noted that women involvement enhanced negotiation and general improvement in quality of life for the civilians, increased cooperation, attitude change and the feeling of safety especially by the women who were being handled by women security officers.

5.2. Conclusion

On the first objective, UN rational of equality and equity, the study concluded that Kenyan women are involved in peace support operations in Somalia. It was concluded that AMISOM peace support operations had put in place better integration of women needs in the peace support operations that has empowered the women to participate more in peace support operations in Somalia. Conclusion was made that there are laws that have been put in place by the Kenya government to enhance the women participation in AMISOM.

On the second objective of gender mainstreaming of women, the study concluded that there was gender unit that was established within the peace support operations that was handling women issues related with peace operations. Conclusion was made that there was establishment of gender coordinators to oversee the appointment of women in peace support operations. It was concluded that there were on-going trainings that were organized for all the security staff where all were given opportunities to enhance their skills. It was also concluded that the national peace support operations regularly

organized gender sensitivity workshops that helped in creating awareness about women issues to all the staff. The study concluded that there was occasional workshop trainings that were being organized to increase women skills in peace support operations.

On the third objective of proportion of women working as in peace support operations, the study concluded that there were women who are working as UN mission experts in AMISOM, it was concluded that there were few women working as commanders in AMISOM. It was also concluded that there were women who were working in the lower level cadres of AMISOM contingents of Somalia.

On the fourth objective of challenges that were affecting increased sustainability of women participation, it was concluded that experience highly affected the increased involvement of the women, corruption was also considered as one of the major challenge, lack of information regarding deployment opportunities as well as selection procedure.

On the impact of women participation in AMISOM peace support operations in Somalia, the study concluded that reinforced skill sets and acceptance by the host countries were some of the strong impacts that women involvement added to the AMISOM troops. It was concluded that participation of the women helped in reducing gender-based violence. It was concluded that there was operational effectiveness due to the women inclusion. The study also made conclusion that the inclusion of the women in AMISOM helped in the longevity of peace in Somalia.

5.3 Recommendation

5.3.1 Policy and Practice

The study noted that the UN rationale had made improvements where there were increased number of women participating in peace operations. However, it was noted that women were not involved in all peacekeeping measures, there was no adequate integration of women needs in peace keeping force. The study recommends that there should be more inclusion of the women at the high levels of decision making to ensure that peace keeping policies are based on diversity of gender in the peace keeping missions. This will also ensure that the needs of the women are incorporated in the peace keeping planning. The study recommends that there should be more integration of women needs within the peace support operations to empower more women to participate in peace operations. It is also recommended that more laws targeting women inclusion should be formulated and incorporated within the security system to enhance women involvement in peace support operations.

On gender mainstreaming, it was noted that there was the establishment of ender units and gender coordinators who were overseeing women appointments and handling issues related with women in peace operations. The study recommends that more awareness be made on existence of gender units and coordinators within the peace support operations. This will enable the women get informed on information and opportunities that may help accelerate their involvement in peace support operations. The study also recommends that there should be inclusive training to enable all staff attend to tap skills and expertise that will enhance their employability within the peace support operations.

On women proportion, it was noted that national peace operations had women in the UN mission experts, it was also found that there were less women working as commanders and in the lower cadre. The study recommends that more sensitization be made to increase the level of awareness of the women in peace support operations. The study recommends the need to involve more women as experts and in strategic decision-making positions.

On the challenges, the study noted that experience was one of the biggest challenge the women were facing. The study recommends that the years of experience be lowered for the women to enable increased nomination in the peace support operations. It was also observed that corruption hindered women inclusion in AMISOM mission contingents of Somalia. The study recommends there should be an improvement in the systems of recruitment to enhance transparency and communication. This will enable the qualified women be enlisted. It is also recommended that adoption of technology be incorporated in the registration of potential participants to reduce any bureaucracy and corruption that may be present in the traditional recruitment methods. The study also observed that women lacked information regarding deployment opportunities. It was recommended that opportunities and requirements be made known to all the security officers to provide them with all the information requirement they need. This will ensure that qualified women and men get equal opportunities in the peace operation.

5.3.2 Recommendation for Further Research

The study focused on women participation in peace support operations of Kenya's mission continents in Somalia in the period 2011-2020 where independent variables such as UN rationale, gender mainstreaming, proportion of women and challenges were

analyzed. The study recommends the need for further research to investigate other determinants that influenced peace support operations in Somalia.

The study also focused on the ministry of defense, national police service and national counter terrorism centre where the response rate was 82%. The study recommends future study to focus on other security cadres as well as to increase response rate.

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APPENDIX I: LETTER OF INTRODUCTION

Dear Sir/Madam,

<u>**RE: PARTICIPATION INVITATION**</u>

I am a post-graduate student at Kenya University pursuing a degree in Master of Arts in International Relations and Diplomacy. As part of academic requirement, I am carrying out a study on "***Women Participation in Peace Support Operations in Kenya: A Case of Peace Keeping Mission Contingents in Somalia***"

I wish to request your voluntary participation to aid in data collection in support of the study. You may benefit directly from the study since the findings will help in providing suitable recommendations to the contests facing women contribution in peace support operations in Kenya. The perils elaborated in this study comprise giving out confidential material connected to this study. The investigator guarantees you highest discretion for your partaking in this study.

I consent

By ratifying this document, I am approving to contribute in the study. A duplicate of the document will be given to me.

I approve to partake in the study.

Name…………………………………………Signature………………………...

Date………………………….

APPENDIX II: QUESTIONNAIRE

PART A: DEMOGRAPHIC CHARACTERISTICS

1. Kindly indicate your Institution

……………………………………………………………….

2. Kindly indicate your gender

   Female   [   ]

   Male   [   ]

3. Please provide your age category

1	18 to 25 years	[ ]	
2	26 to 33 years	[ ]	
3	34 to 41 years	[ ]	
4	Above 50 years	[ ]	

4. How many years have you served in the military/police force?

   1 to 5 years   [   ]   5 to 10 years   [   ]

   10 to 15 years   [   ]   Above 15 years   [   ]

5. What is the highest level of your academic qualification?

   High School   [   ]   Diploma   [   ]

   Bachelor Degree   [   ]   Post-Graduate Degree [   ]

6. How many women and men serve as UN mission experts in your peace operations? Please indicate the number of each gender.

   Men   [   ]   Women   [   ]

7. How many women and men serve as commanders in your peace operations? Please indicate the number of each gender.

   Men   [   ]   Women   [   ]

8. How many women and men serve at the lower level cadre in your peace operations? Please indicate the number of each gender.

   Men   [   ]   Women   [   ]

PART B: WOMEN PARTICIPATION IN PEACE SUPPORT OPERATIONS

This section has questions related with women participation in peace support operations. Please show your level of agreement by ticking in the provided spaces as honestly as possible where the columns indicate;

1= Strongly disagree   2= Disagree   3= Neutral   4= Agree   5=Strongly agree

PART B1: UN RATIONALE

UN RATIONALE	Strongly disagree	Disagree	Neutral	Agee	Strongly agree
Kenyan women are involved in peace support operations in Somalia.					
My employer has put in place better integration of women's needs in the peace support operations that has empowered the women to participate more in peace support operations in Somalia					
The Kenya government has put in place laws that promote women's participation in peace support operations.					

PART B2: GENDER MAINSTREAMING

GENDER MAINSTREAMING IN PSO	Strongly disagree	Disagree	Neutral	Agee	Strongly agree
There is a gender unit established within the National peacekeeping mission to address women issues related with peace operations.					
The national peace keeping has appointed gender coordinator who oversees women appointment in peace operations. There are on-going training programs where all permanent, temporary and field mission personnel are given opportunity to attend. National peace operations regularly organizes gender sensitivity workshops and awareness of women issues for all the staff.					
National peace keeping occasionally organizes workshops aimed at improving women skills in decision making.					

PART B3: PROPORTION OF WOMEN IN PSO

PROPORTION OF WOMEN IN PSO The national peace operations has recruited women in the UN mission experts.	Strongly disagree	Disagree	Neutral	Agee	Strongly agree
There are women who are working as AMISOM commanders in the peace support operations. National peace keeping operations have recruited women at the lower level cadres in peace operations.					

PART B4: CHALLENGES FACING WOMEN INCLUSION IN PSO

CHALLENGES FACING WOMEN INCLUSION IN PSO Lack of information to UN peacekeeping deployment opportunities have reduced women participation to peace operations.	Strongly disagree	Disagree	Neutral	Agee	Strongly agree
Selection procedure for the peace keeping operations is transparent and open to all discipline forces.					
Presence of corruption in the nomination and selection of peacekeeping operations has reduced the number of women participants in peace operations.					
Years of experience requested for each position in the peace keeping position has limited the number of women forces in the peace operations					

PART C: PEACE OPERATIONS

PEACE KEEPING OPERATIONS	Strongly disagree	Disagree	Neutral	Agee	Strongly agree
AMISOM peace keeping operations recorded reduced gender-based violence due to the participation of women contingents. There is increased operational effectiveness due to gender diversity of the AMISOM troops. AMISOM contingents with women participants have recorded increased acceptance by the host country.					
Women participation in peace operations reinforced skill sets of AMISOM troops leading to better engagement with the host country. AMISOM peace operations have recorded longevity of peace due to women participation in peace operations.					

THANK YOU

APPENDIX III: SENIOR OFFICERS INTERVIEW SCHEDULE

Part 1; Kenya's women participation in peace and security missions

1) Please share briefly your background in the area of education, experience, and AMISOM

_____

_____

_____

2) Are women involved in the peace support operations in Kenya?

        No [   ]   Yes [   ]

3) How would you describe Kenyan women participation in peace and security operations in Somalia?

_____

_____

_____

4) What is your opinion on how women participation has been implemented in accordance to the UNSCR1325 in your department/ministry?

_____

5) Does your ministry/department have policies to promote increased women participation in peace and security mission in Somalia since 2011? If yes, how has that been implemented?

_____

_____

_____

6) Could you briefly give your own take on how gender mainstreaming has been incorporated in your department/ministry in areas of peace and security operations in Kenya?

_____

_____

_____

7) Please could you give an estimate of the proportion of women in

UN Mission Experts_____   Commanders _____Lower level cadres _____

8) In your own knowledge, what are some of the challenges affecting women participation in peace operations?

_____

_____

_____

9) Please share any benefits AMISOM has experienced in peace operations due to women participation in peace keeping.

_____

_____

_____

10) Kindly share any recommendation to the policy makers on women participation to peace operations.

_____

_____

_____

THANK YOU

APPENDIX IV: DATA COLLECTION AUTHORIZATION LETTER

KENYATTA UNIVERSITY
GRADUATE SCHOOL

E-mail: dean-graduate@ku.ac.ke

Website: www.ku.ac.ke

P.O. Box 43844, 00100
NAIROBI, KENYA
Tel. 8710901 Ext. 57530

Our Ref: S205/CTY/PT/25944/2018

DATE: 22nd August, 2022

Director General,
National Commission for Science, Technology
and Innovation
P.O. Box 30623-00100
NAIROBI

Dear Sir/Madam,
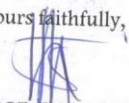
RE: RESEARCH AUTHORIZATION FOR KITONDO FRANSISCA KANG'UNG'U – REG. NO. S205/CTY/PT/25944/2018

I write to introduce Ms. Kitondo Fransisca Kang'ung'u who is a Postgraduate Student of this University. She is registered for M.A degree programme in the **Department of International, Relations, Conflict and Strategic Studies.**

Ms. Kitondo intends to conduct research for a M.A thesis Proposal entitled, "Women Participation in Peace Support Operations: A Case of Kenya's Contigents in Somalia, 2011- 2020".

Any assistance given will be highly appreciated.

Yours faithfully,

PROF. ELISHIBA KIMANI
DEAN, GRADUATE SCHOOL

EK/nn

APPENDIX V: NACOSTI LETTER OF PERMIT

REPUBLIC OF KENYA

NATIONAL COMMISSION FOR SCIENCE,TECHNOLOGY & INNOVATION

Ref No: **534624**

Date of Issue: **22/September/2022**

RESEARCH LICENSE

This is to Certify that Ms.. FRANCISCA KITONDO KANG'UNG'U of Kenyatta University, has been licensed to conduct research in Nairobi on the topic: WOMEN PARTICIPATION IN PEACE SUPPORT OPERATIONS for the period ending : 22/September/2023.

License No: **NACOSTI/P/22/20471**

534624

Applicant Identification Number

Director General
NATIONAL COMMISSION FOR
SCIENCE,TECHNOLOGY &
INNOVATION

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