



**ASSESSMENT OF WOMEN'S PARTICIPATION IN COMMUNITY
BASED PROJECTS IN UPPER MANZA WATER AND SANITATION
PROJECT IN TALA DIVISION, KANGUNDO DISTRICT**

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**RESEARCH PROJECT REPORT SUBMITTED TO THE SCHOOL OF
HUMANITIES AND SOCIAL SCIENCES IN PARTIAL
FULFILLMENT OF THE REQUIREMENTS FOR THE AWARD OF
THE DEGREE OF MASTER OF ARTS IN KENYATTA UNIVERSITY.**

MAY, 2011

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2013/432331

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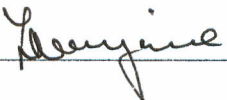
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DEDICATION

This research project is dedicated to my family: Patrick, my good friend and husband, for his support and encouragement throughout the study period; son, Goodwill, for his support especially in typing my work; and last, but not the least, my daughter, Betty, for her inspiring spirit that kept on renewing my strength whenever I felt like giving up. I love you all and may God continue blessing you abundantly.

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ACKNOWLEDGEMENT

I would like to thank all people who gave me a hand in writing this research project report. First of all my special thanks to my supervisors Dr. Pacificah Okemwa and Dr. Leah Wanjama who despite their busy schedules sacrificed their time to make sure that I have succeeded in writing the research project. Your efforts are highly appreciated. Great regards to my entire family and special appreciation to my husband Patrick for his understanding, encouragement and support particularly in editing my work. My sincere thanks to my son Goodwill: for being so helpful in typing my work and to my little girl, Betty: for her patience with me during my busy moments throughout the course.

Special thanks to friends, especially Reverend and Mrs. Tom Ndetto for their prayers, moral support and encouragement throughout my studies. To you I say God Bless you. I acknowledge with sincerity all members of Upper Manza Water and Sanitation Project for their cooperation and provision of information that was vital in making this study a success. Special appreciations go to Mr. and Mrs. Nicholas Kyalo. Finally, regards to my classmates who gave me moral support and encouragement throughout the course. Wish you well in all your endeavours as we join hands in embracing gender justice in the world.

Thank you all for your cooperation and God bless you.

ABSTRACT

This study sought to assess the participation of women in community based projects. The major focus was on participation of women in Upper Manza Water and Sanitation Project. The study used purposive sampling to select key project officials and local leaders. Other participants were selected through stratified random sampling to give primary data with the qualitative data analyzed using Microsoft word editor. This data was also collated and organized according to the study objectives.

Evidence from this study showed that women in Upper Manza Water and Sanitation Project have not fully taken their numerical advantage to assert their contributions in running the project. This is despite they being the main beneficiaries of improved water management in the community; their substantial contributions are largely hidden behind social norms regarding gender roles and relations.

It is, therefore, recommended that women's empowerment must be the concern of both women and men and the degree to which a project is defined as potentially empowering women is shown by the extent to which it addresses women's practical and immediate needs.

ABBREVIATIONS AND ACRONYMS

CBOs :	Community Based Organizations
CEDAW:	Convention on Elimination of All Forms of Discrimination against Women
DO :	District Officer
FAWE:	Federation of African Women Educationists
IPS:	Inter Press Service
NAAIDT:	The National Association of Advisers and Inspectors in Design and Technology
NGOs:	Non-governmental Organizations
OED:	Operations Evaluation Department
OI :	Oral interview
SMS:	Short Messages Service
UN :	United Nations
UNDP :	United Nations Development Programme
UNICEF:	United Nations Children's Fund
UPHOLP:	Uganda Programme for Human and Holistic Development
WFO :	World Food Organization

GLOSSARY AND OPERATIONAL DEFINITION OF TERMS

Baraza - Community meeting organized by local leaders

Changáa- Local brew

Funds - Capital for a given project

Mama changáa- Name referred to women who sell local brew (changáa)

Motivation- is the activation or energization of goal-orientated behavior.

Mwethya -Name for Akamba women groups

Participation-Involvement of men and women in all levels of project development.

Project- this is a carefully planned piece of work that makes use of resources to create assets within a given time framework to the benefit of the community members.

CHAPTER ONE

1.0 INTRODUCTION

1.1 Background to the study

Women and development issues have been on the world's agenda since the United Nations (UN) organized the first women conference in Mexico in the 1960s. Based on the report on the outcome of the meeting, women are generally unable to participate fully in the development process, a situation that has resulted in more women being poor, illiterate, victims of violence and discriminated against (World Bank, 2006).

Since then, there have been several campaigns aimed at changing the powerless situation of women in relation to men. Several international instruments have been very fundamental in promoting women participation. For instance, the Convention on Elimination of All Discrimination against Women article 14 states that parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and in all community activities(United Nations, 1979).

Further, the Fourth UN World Women Conference in Beijing (United Nations 1995, pp.119-121) affirmed the need to develop fullest the potential of women to ensure their full and equal participation in building a better world for all and

enhance their role in the development process. The instrument goes on to reiterate the need to design, implement and monitor, with full participation of women, effective, efficient and reinforcing gender sensitive policies, programmes and projects , at all levels that will foster the empowerment and advancement of women. Basically, the common theme in these conferences is that there cannot be sustainable development without promoting women's participation at all levels of development as well as empowering them to become agents of change economically and socially.

The World Bank (2006) Report indicated that there was low participation of women in decision making processes and in high level positions. This has resulted in high and increasing unemployment among women which has become a big challenge to development. According to the report, low participation of women in policy and decision making processes at community level has impacted negatively on them and consequently on the status of the country's health, education and economy.

The report further revealed that although many countries were signatories to the UN instruments, there was very little progress as far as women participation in all levels of community project development was concerned. While it is expected that women participate fully in the entire project sequences, that is, in identification, formulation, appraisal, implementation and evaluation stage, in

most cases it has been noted that women participate more actively in low level positions such as in provision of manual labor. This, according to the report has consequently slowed down the development process in many countries since low level participation denies women the sense of control and ownership of the projects and its resources.

In Africa, the trend is the same. Katsi (2008) noted that women in most rural parts of African countries only participate in low levels and not in all levels of participation in community projects. She cited an example of a Water sanitation project in Zimbabwe where lack of women participation at managerial level was influenced by resistance from male-headed households. She stated that in that particular project, husbands felt threatened and were not happy with their wives' involvement at high level in project development processes.

Mulama (2009) found that Kenya as a country has a poor record on the number of women in decision making positions in community projects, especially in the rural areas. She noted that women only played passive roles in community projects such as attending meetings and providing labour; a condition that may have been caused by sidelining women in the initial stages of the project development, that is, in identification and formulation.

It is vital to recognize that some issues and constraints related to participation are gender specific and stem from the fact that men and women play different social roles, have different needs and are faced with different constraints at different levels, a consideration that may have seen women get involved and participate at some levels and not in other levels of project development processes. Despite a decree by President Mwai Kibaki to have thirty per cent of women participate and be involved in all positions in public institutions and at all levels, gender disparity is still evident. The meaning of the presidential words would practically imply that in projects like Upper Manza Water and sanitation, thirty per cent of the managerial positions would be taken by women but this is not the case.

A general survey of Kangundo district revealed that participation of women at high levels was minimal right from decision making positions to community projects. For instance, the district has a female District Commissioner, four district officers, three of whom are male and one female, twelve male chiefs, thirty four male and eight female sub chiefs, eight male and five female officials of Upper Manza Water and Sanitation project (District Commissioner's Report, 2006).

Upper Manza water and sanitation project which is the focus of this study is in Tala division, Kangundo district and was started in the year 2006/2007. The project has attracted funding from Water Trust Fund and Constituency

Development Fund (CDF) to the tune of twelve million Kenyan shillings. The community members on their part were required to provide labor and manage the project. The project has been completed and supplies water to approximately five thousand people in the area.

The main objectives of the project were to empower the community members, women being the main targets, through provision of clean water, promote women participation in community development; organize and educate men, women and the youth to participate in poverty reduction programs, educate members on improved sanitation and environmental management and finally to unite all residents in this particular area.

According to officials' minutes, women shied away from taking high level positions in the management of the project. Those who formed part of the managerial team did not present themselves for such posts but were handpicked to avoid gender disparity. As such, their participation is only at low level and mostly in passive attendance of meetings and provision of labor with little contribution as far as policy making is concerned.

Efforts have been made to encourage women to participate at higher levels and own the project through motivational speakers and occasional trainings but this has not borne positive results (Official Minutes of meetings of Upper Manza Water and Sanitation Project, 2008). Lack of women participation at some various levels in Upper Manza water and sanitation project is a critical concern

considering that they benefit more from the project yet they participate less. Water being of concern to women due to their domestic roles, it would be expected that they take the lead in managing the project and participating at all the levels in the project development and management process yet this is not the case. There is a clear indication that there are barriers that hinder women from participating at high levels of project development which need to be investigated.

The concern of this study was to investigate the causes of gender disparities that exist at some levels of participation in Upper Manza Water and Sanitation project in Kangundo district despite efforts by the government and other stakeholders to promote women's full participation and suggest possible solutions to the same.

1.2 Statement of the problem

The government of Kenya has put in place measures and efforts to empower women and increase their participation in development projects through policy formulations and affirmative action. Yet, despite these efforts women have lagged behind in top level positions and only appear to be active in low level participation.

According to the DC's Report 2006, women in Kangundo District have shied away from participating in high levels of decision making and managerial positions in projects that were even meant to benefit them. Stakeholders have even organized trainings and motivational talks targeting women but still they have

shied away from taking top positions, the report stated. This is an indication that there are factors that hinder them from participating in community projects. The major task of this study therefore, was to assess women's participation in Upper Manza Water and Sanitation Project. Impediments to such participation as well as possible solutions were also explored.

1.3 Objectives of the study

- [1] To find out the roles and responsibilities of women and men in Upper Manza Water and Sanitation project.
- [2] To identify factors that influence women's participation in Upper Manza Water and Sanitation project.
- [3] To find out ways of enhancing women participation in high level positions in Upper Manza Water and Sanitation project.

1.4 Research questions

- [1] What roles and responsibilities do women and men play in Upper Manza Water and Sanitation Project?
- [2] What influences women's participation in Upper Manza Water and Sanitation Project?
- [3] How can women's participation in high level and decision making positions in Upper Water and Sanitation project be enhanced?

1.5 Research assumptions

[1] Women's participation in Upper Manza Water and Sanitation Project is confined to low level while men are involved in high level participation.

[2] A combination of factors impedes women's participation in managerial and high level positions at Upper Manza Water and Sanitation project.

[3] A multi-approach and effective communication skills would enhance women participation at all levels in Upper Manza Water and Sanitation project.

1.6 Significance of the study

Women's participation at all levels in community projects is regarded as a vital tool for achieving Kenya's Vision 2030. This study aimed at filling the knowledge gap on the factors that constrain women from participating in high level positions in Upper Manza Water and Sanitation project. It was to bring up some important aspects and recommendations on solutions to the underlying factors in women's participation in order to ensure their participation at all levels in the project cycle and, therefore, achieve wholesome and sustainable development.

The research was also be very crucial in that it would assist policy makers and development agencies to enhance women participation in high levels in community projects development either through capacity building efforts in seminars or meetings. Other beneficiaries would include administrators, churches, Non-Governmental organizations (NGOs), Community based Organizations (CBOs), women and men's groups.

1.7 Scope and limitations

This study was limited to Upper Manza Water and Sanitation project in Tala Division, Kangundo district. This project was selected because it was the first of its kind in the division. The study period covered was from its inception 2006 to 2009 when the research project was carried out. The findings therefore apply to this project directly even though these may inform similar projects in other areas.

The researcher anticipated that the project officials may withhold some vital information to this study in the pretext that the information was confidential. The researcher, however, convinced the officials that the study was purely for academic purposes only and also promised confidentiality on any information given. This won the trust of the respondents.

There was also the fear of officials not giving true information especially if it was negative because it may be seen as tarnishing the project even though there was no evidence of this. The researcher thus used other beneficiaries, like the water clients, to give independent information.

CHAPTER TWO

2.0 LITERATURE REVIEW

2.1 Introduction

In this chapter, previous studies on the roles and responsibilities of women and challenges facing them in participating in all levels of community projects development in global, national and local perspective are reviewed. The Literature review is thematically organized. The chapter also presents the theoretical framework that was employed.

2.1.1 Global perspectives on women's participation in community based projects

Women experience challenges in efforts to involve them in high levels of participation in community development projects. According to Wanjama (1996), women are missing in high levels of participation and in decision making pertaining to development. The absence of women in some levels of project development stems from a variety of factors including education, competing domestic and professional roles and lack of recognition of women's knowledge and skills. Of particular importance are structural and attitudinal barriers inherent in the socialization process, notes Wanjama.

The process of development is essentially concerned with human development and it is only fair that it should have a human face by being

participatory, equitable and sustainable. Mayfield (1996) observes that it is only the people who can truly judge where they are and where they want to go. Participatory development thus enables all people to take part in debating and deciding upon issues affecting them.

Despite efforts made to promote women participation in all levels of development processes worldwide, women have lagged behind and sidelined from policy and decision making processes (World Bank, 2006). According to the report, women are patently absent in the decision making processes and managerial positions and only participate actively in some stages and levels of project development. This has seen men take control of most of the prestigious positions. Consequently, women needs have been left unattended since they lack representation at the top levels in the distribution of resources.

Further, a United Nations Development Programme (2006) indicates that women still largely remain on the sidelines on account of the relative lack of education, tight schedules, anachronistic traditions that reinforce male supremacy, lack of finance and abysmally low representation in village institutional structures. The report notes that low participation of women in challenging positions such as managerial, high and increasing unemployment among young women, with consequent loss of confidence and vision has become a big challenge to development. Women's participation at all levels

of project development has remained low, prompting the recently adopted UNDP Gender Equality Strategy(2008-2011) which aims to expand the number of women in state machinery at all levels. The UNDP will focus on supporting the recruitment of higher proportions of women in executive positions in project development processes (UNDP,2006).

The UNDP's Report also stated that the equal participation of men and women in policy making, economic and sectoral analysis, project design and management may be impeded by cultural and legal constraints against women's participation and by women's relative lack of time and mobility caused by their workload and multiple roles. This reality is affirmed by Kabeer(1995) and Khasiani(1992).

The World Bank Report (2000) suggests that women's participation in high levels participation in project development needs to be improved globally. The World Bank aims to reduce gender disparities by enhancing women's participation in project development processes at all levels. It assists member countries to design gender sensitive policies, projects and programs to ensure that overall developmental efforts are directed to attain impacts that are equitably beneficial for both men and women . According to the report, development practitioners are globally advocating a participatory approach to the entire cycle of the project development due to the fact that it facilitates the

attainment of sustainable self-reliant development. However, Cleaver (1999) notes that this has not been achieved.

A research report on community participation in rural water supply and sanitation projects in Zimbabwe established that women lack of participation is influenced by resistance from male-headed households. The husbands felt threatened and were not happy with their wives' involvement at managerial levels in project development processes. According to the research, United Nations Children's Fund (UNICEF) held an awareness-raising workshop to both men and women outlining the benefits of participation of both gender at all levels of project development. The results were that women participants increased dramatically (Katsi, 2008).

International agencies have made water for women a cornerstone of their development and humanitarian efforts but much debate surrounds the nature and consequences of their policies. According to Ray (2008), influential gender equity advocates argue that there is a positive synergy between women's interests and the management and conservation of natural resources.

However, critics counter that naively designed "women centered" projects can merely add to the responsibilities of already overburdened women, without transforming the power imbalances that constrain their lives at home or in society.

Water researchers as well as practitioners at the community, national and international levels have become much more gender sensitive than was previously the case. In particular, Ray states that many researchers and practitioners have converged on the desirability of local-level or community participation in water management, especially women participation in water management. He explains that the arguments in favor of women's participation in decision making over the use and management of local water resources range from sustainable development to women's empowerment and higher status. Thus the failure of many community based water resource management projects has been attributed to the exclusion of women at all levels of the project and the inability of the project planners to take their knowledge and priorities into account.

In addition, UNICEF and Water Supply and Sanitation Collaborative Council Report (2009) indicate that Asia and Africa's inclusion of women as participants and decision makers increased their access to, and control over local water resources. The report states that the case studies from Tanzania and several other nations show that placing women at the centre of water and sanitation decisions can lead to more households with access to water, better placement and maintenance of water infrastructure, better community health and hygiene and less corruption in financial matters.

According to Ray (2008), participation takes many forms and that effective community participation does not always require women to play a central part. At low levels, it can mean donating labor or perhaps attending meetings without speaking up. At higher levels of power, it can mean active involvement in decisions about water related technologies and priorities.

However, in Uganda a research for Uganda Program for Human and Holistic Development (UPHOLP) revealed that women still lag behind in community projects participation at high levels (Kyasiimire, 2007). According to the research, the process of decision making is still male dominated. This still points to the issue of unequal power relations which negatively impacts on women's participation at various levels.

Ray gives an example of how the skewed power relations between men and women might affect participation at some levels in community projects. She quoted an official in Kotido district, Uganda as asking such a question, "How can a woman who does not make decisions at home participate in community meetings and make decision?" Muteshi(2005).

This literature review was used to establish whether there was relation between women's lack of participation at high levels in Upper Manza Water and Sanitation Project and the patriarchal state of affairs at family level where male dominance was evident especially in decision making.

2.1.2 Perspectives on women's participation in community projects at national level

In Kenya women have not fully taken their positions to assert their contributions in community projects. Were et al (2006) noted that although women emerge as the main beneficiaries of improved water management in the community, their substantial contributions are largely hidden behind social norms regarding gender roles and relations. This may be a setback to the commitment by Kenyan government to promote women empowerment through participation in all levels as expected in the Millennium Development Goal 3 and Vision 2030 hence there is a course for more positive thinking and strategic action.

In most related literature, it was certain that women have lagged behind in taking high level positions in managing community projects yet it is unclear on the factors that hinder them from taking these positions. It was fundamental to establish the issues behind these hindrances and subsequently give viable solutions in order to achieve sustainable development to the community and the country at large.

2.1.3 Local perspectives on women's participation in community projects

At district level, the Kangundo District Commissioner revealed that women participation at high levels was very low in various fields. According to records from the DC's file (2009), women representation at leadership level was low in the fields of education, politics and provincial administration. This also translated to

low level participation of women in community projects in the district, an indication that there could be obstacles to women's participation at high levels that need to be investigated.

There were no studies on women participation in community based projects in Kangundo district. The only studies that have been carried out in the district are in Education and Agricultural sectors.

Therefore, the research on women participation in community development projects in Upper Manza Water and Sanitation Project was intended to fill this gap of knowledge.

2.2 Theoretical Framework

This study employed Sarah Longwe's Women Empowerment Framework (Longwe and Clark,1999) which is intended to help planners question what women's empowerment and equality means in practice and critically assess the extent to which a development intervention supports the empowerment. The application of the framework enables women to take an equal place with men and to participate equally in the development process in order to achieve control over the factors of production on an equal basis.

According to Longwe and Clark (1999), participation is a key determinant to achieving women's empowerment. Longwe defines participation as being actively involved in the decision making process, policy making, planning, and administration. This is particularly important in development projects, where

participation means involvement in needs assessment, project formulation, implementation, and evaluation. Equality of participation means involving women in making the decisions by which their community will be affected, in a proportion which matches their proportion in the wider community.

Longwe asserts the importance of identifying the extent to which the project objectives are concerned with women's development, to establish whether women's issues are ignored or recognized. She states that an issue becomes a woman's issue when it looks at the relationship between men and women, rather than simply at women's traditional and subordinate sex-stereotyped gender roles. The framework was suitable for this study in that it assessed the levels of women's empowerment which a development intervention sought to address.

Longwe's framework developed is based on the notion of five levels of empowerment. These levels are hierarchical. If a development intervention focuses on the higher levels, there is greater likelihood that women's empowerment will be increased by the intervention than when the project focuses on the lower levels. If the intervention focuses only on welfare, it is very unlikely that women will find the project empowering. Equal participation in decision making process about certain resources is more important for achieving women's empowerment than equal access to resources.

The framework is based on five tenets that centre on levels of empowerment. The following are the tenets of the framework that were applied in the study in order to facilitate discussion of the data.

Welfare: Empowerment at this basic level aims to close gender gaps and meet minimum standards in such areas as nutritional status, food supply and income. The work tends to see women as passive recipients of welfare benefits. At this stage, the project is only meant to cater for the welfare and wellbeing of the members by offering free services. At this stage, people are at a very low level of empowerment when they enjoy free facilities.

Access: This refers to women's and men's opportunities to obtain or use resources.

Conscientization: In Longwe's framework this is understood as a conscious understanding of the difference between sex and gender and an awareness that gender roles are cultural and can be changed. Here the gender gap is not empirical, but is a belief-gap. Empowerment entails sensitization to such beliefs and their rejection. It means recognizing that women's subordination is not part of the natural order of things, but is imposed by a system of discrimination which is socially constructed, and can be altered

Mobilization: This means taking part in activities, endeavour or objective so as to have a share in something in common with others. Longwe also defines the term as women's equal participation in the decision making process, policy making, planning and administration. The individual woman in the home is not likely to

make much progress in challenging traditional norms since power expands in numbers and connection. Mobilization is therefore the fourth and crucial stage of empowerment, which enables the collective analysis of gender issues, and the collective commitment to action. Mobilization is largely concerned with redefining participation in decision making, as participation of a mobilized group will spark the search for empowerment at yet another level.

Control: This denotes women's capacity to make decisions over resources through conscientization and mobilization, to achieve equality of control over the factors of production and the distribution of resources. At this level, empowerment seeks a balance of power between women and men, so that neither is in a position of dominance. It means that women have power alongside men to influence their destiny and that of their society

The five tenets of the framework are very important in relation to the project under study. In the case of Upper Manza Water and Sanitation Project, it seemed some women were still at the welfare level since they were contented by the fact that their well-being was being taken care of through the provision of water.

Empowerment cannot remain at this level. Improved welfare, if it is to be sustained, requires increased access to resources – which in turn involves addressing inequality at the next level.

The five levels represent different dimensions of the development process. They are not separate stages of development where the welfare stage has to be addressed

first before the access stage. Rather, the levels are part of an interconnected cycle of empowerment where addressing inequality at one level leads to addressing it as well at the other levels. In terms of development work, this meant that efforts must continue at providing women with welfare services and access to resources, opportunities and benefits, otherwise they would merely become passive beneficiaries of development. Improving their access must lead to conscientization which in turn must promote participation in decision-making. Participation must advance improved control as the basis for addressing welfare needs. This leads the framework to adopt a cyclic pattern (Figure 2.1).

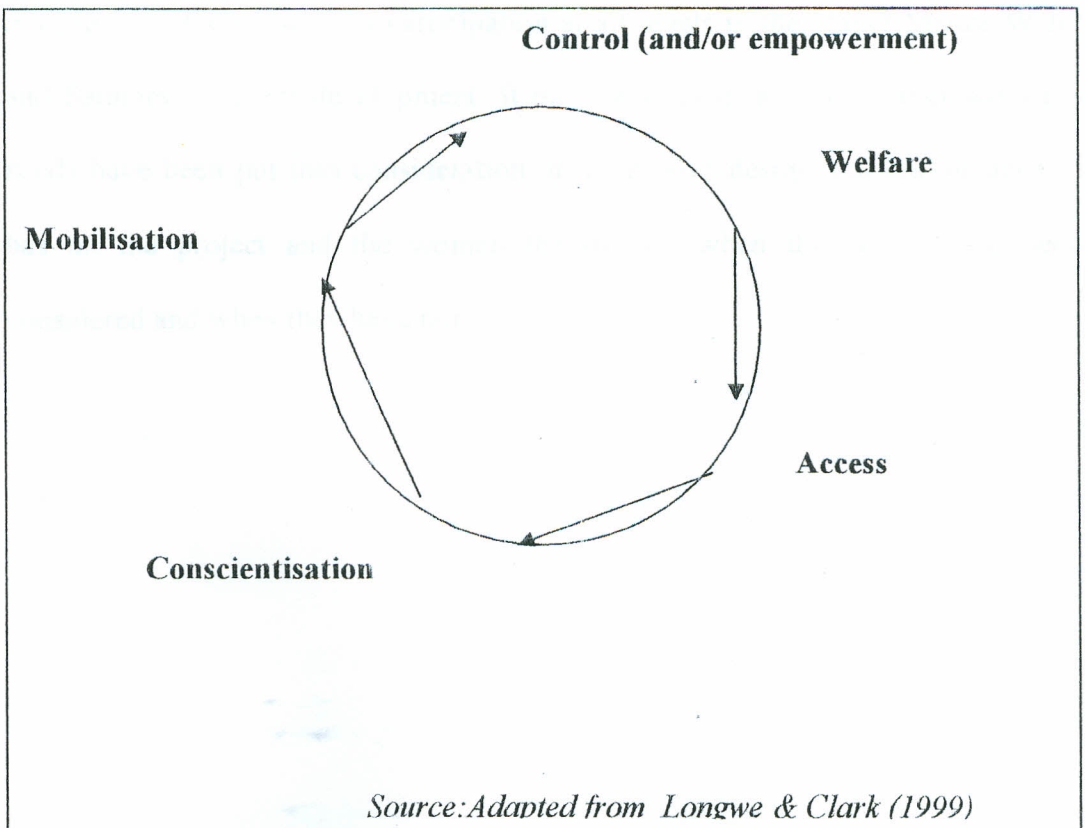


Figure 2.1: Women's Empowerment Cycle

Women's empowerment must therefore be the concern of both men and women and the degree to which the project is defined as potentially empowering women is defined by the extent to which it addresses issues that affect women.

While all the mentioned tenets are very crucial in this study, conscientization is very integral as far as the project under study is concerned. Women need to be conscientized to understand that it was not God's creation that they are placed at the bottom level while men are at the top. Roles played are socially defined and not natural hence can be changed.

Therefore, this framework was very appropriate in establishing factors that impede or influence women participation at all levels in the Upper Manza Water and Sanitation project development. It may be used to assess whether women's needs have been put into consideration in the project design and the impact this has on the project and the women themselves; when the issues have been considered and when they have not.

CHAPTER THREE

3.0 METHODOLOGY

3.1 Introduction

This chapter focuses on research design, site of the study, target population, sampling techniques, data collection procedures, data analysis and data management and ethical consideration.

3.2 Research Design

The research design used in this study was descriptive survey. This design was used as a method of collecting information since it is the most reliable and valid in collecting information about people's attitudes, opinions, beliefs and habits in relation to assessment of women participation in Upper Manza Water and Sanitation project.

In the selection of the case study, a great deal was learnt from the examples of the phenomena under study and a description of the unit being studied given in details, context and holistically. The advantage of using the case study was that it was flexible enough to allow an intensive investigation of issues of women participation in all levels in community development. This design also allowed the use of research tools such as interviews and questionnaires to gather detailed information about the research project. Careful scrutiny of the perceived

parameters of measurement in all the target respondents was thus considered to get the most representative sample.

3.3 Site of the Study

The study was carried out in Tala Division, Kangundo District, Kenya. Primary data was collected directly using questionnaires and interviews conducted within the region served by Upper Manza Water and sanitation. The data collection was undertaken in Upper Manza Water and Sanitation Project site, in Tala Division where members of this Self Help Group and their officials usually meet. Other interviews were conducted from the respondents' residence. The project has six water kiosks situated at different points where the water is fetched from. Employees from these kiosks and water clients were interviewed.

The case of Upper Manza Water and Sanitation Project was purposively used for the study in assessing Women's participation in community based projects. The birth of this project was as a result of establishing that the area had lagged behind due to its association with changáa brewing, poverty related issues such as illiteracy and diseases, not to mention the long distance that women had to make to get water from Katine River which is approximately two kilometers away. Hence, the need to engage residents with a project that would change such a scenario.

The project had been in existence for the previous three years. It was mainly supported by Water Trust Fund (WTF) and constituency Development Fund. The project is situated one kilometer from Tala market on Nairobi-Kangundo Road.

3.4 Target Population

Upper Manza Water Project and Sanitation Project had 90 members, 38 men and 52 women. The participants were drawn from the project members (men and women), and officials of the project, local leaders and administrators who in this case were the District Officer, the Chief and the Assistant Chief. To avoid biased information, the project's employees and clients who are also beneficiaries of the project were also interviewed.

3.5 Sampling Techniques and Sample Size

The study used both probability and non-probability techniques of sampling. In probability design, stratified random sampling was used. The population of project members was divided into homogeneous subgroups of men and women. Thereafter, a simple random sampling technique was used to select every fifth person in the list in each subgroup. This was to ensure that each subgroup in the target population was represented in the sample in proportion to their number in the population.

On the other hand, non random sample which is non probability was also used. This technique avoids chance instances of selections. In such a case, therefore, the

sample was picked on objectivity and merit basis to enable the researcher achieve the predetermined objective and avoid unrepresentative sample. Hence purposive sampling was used to select people who were believed to be resourceful for the study. These included 13 project officials, the District Officer and Area Chief. All these people were thought to be resourceful because of their positions and roles; hence they were the opinion leaders and vision bearers for the project.

The power of purposive sampling laid in selecting information rich cases for in depth analysis related to the central issues under study. The entire sample size was thus targeted to be 40 participants as shown in table 3.1.

Table 3.1 Study participants from the Upper Manza Water and Sanitation Project: employees, clients, Officials, the DO and the Area Chief.

PARTICIPANTS	NO. OF PARTICIPANTS	FEMALE	MALE
Members of Upper Manza Self Help Group, employees and clients	25	15	10
Project Officials	13	5	8
District Officer	1	0	1
Chief	1	0	1
Total	40	20	20

3.6 Research Instruments

In this study, Survey technique was used in collecting primary data by making use of questionnaires and interviews as tools of data collection. Secondary data was collected from books, journals, project reports and minutes of meetings held at Upper Manza.

3.6.1 Questionnaires

The questionnaire (Appendix 1) had both closed- ended and open- ended questions and was administered to 25 selected respondents from the project members, employees of the project and clients. The questionnaire was reliable since it reached a large group of respondents and encouraged them to give honest answers due to its confidentiality. The researcher delivered and collected the questionnaires in person. However, only 18 questionnaires were responded to.

3.6.2 Key Informant Interviews

Key informant interviews were conducted with the District Officer, the Area Chief and the 13 officials of the project under study. The structured interviews allowed an in depth information to be obtained from the respondents since it allowed a face- to- face interaction. Further, through the interview, the researcher was able to capture and measure what the respondents' values, attitudes and preferences were towards women's participation in the project. It also enabled observation of facial expressions which are very important in interpreting results.

3.7 Data Analysis and Presentation

The researcher descriptively analyzed the data by detailing the report and results as responded to in the data collection tools. This gave an account of the reality on the ground concerning the factors that influence or impede women participation at all levels in community based projects in Kangundo District.

This being a qualitative research, the descriptive analysis was done in thematic areas of concern to the study. That was then followed by a narrative summary report of the study identifying major themes with reference to the objectives in the collected data in chapter four of this report.

Quantitative data collected were coded and entered in the SPSS spread sheet where analysis was done. Frequency tables and bar graphs were used to present the findings upon which interpretations and conclusions were drawn.

3.8 Data Management and Ethical Considerations

The researcher ensured that integrity was maintained all through the research period. With respect to this, the findings and interpretation are presented honestly and objectively. The researcher also made the necessary safeguards of the data available for analysis for confidential concerns. Further, data analytical procedures were applied without concern for a favourable outcome. This ensured that the findings and interpretations had no biases and were genuine.

CHAPTER FOUR

4.0 WOMEN'S PARTICIPATION IN UPPER MANZA WATER AND SANITATION PROJECT

4.1 Introduction

The purpose of the study was to assess women's participation in community based projects. The project selected was Upper Manza Water and Sanitation Project in Tala division, Kangundo district. The study sought to establish the roles and responsibilities of women and men in Upper Manza Water and Sanitation Project, factors influencing women as well as those that impede their participation and recommendation to enhance their participation in high level positions in the project.

This chapter presents the findings and discussion of the study. The first section presents general findings on the respondents' characteristics including sex, age, level of education, source of income and channels of communication. This is followed by discussion on roles and responsibilities of men and women, factors that impede and those that influence participation of women and finally recommendations by respondents on enhancement of women participation at managerial and high levels position in Upper Manza Water and Sanitation Project.

4.1.1 General characteristics of the Respondents

(i) Gender of Informants .

Table 4.1 Gender of informants.

The Table below shows the study findings on the gender of the participants.

Gender	Frequency	Percentage
Men	8	31
Women	18	69
Total	26	100

Table 4.1 above shows that a majority of the members of the project interviewed were women. This arose from the fact that after doing proportionate sampling, women were more than men. The researcher set out to collect data through questionnaires to fifteen women and ten men from the ordinary project members, employees and clients; and through interview to five women and eight men from the officials and two male local leaders. However, those who responded were eighteen women (69%), and eight men (31%). This finding affirms that majority of the members of Upper Manza Water and Sanitation Project were women.

(ii) Age

The study used this variable to observe the age groups of members in the project.

The study findings with regard to age are shown in Table 4.2

Table 4.2 showing the age of respondents

	Women	Men
Age of respondents	Frequency	Frequency
Age 20 -24 years	1	0
Age 25-30 years	1	0
Age 31-35 years	2	2
Age 36-40 years	12	2
Over 40 years	2	4
Total	18	8

From Table 4.2, the project had women of middle age with sixteen of the respondents being aged over thirty one years. On the other hand, the age distribution of the men was above thirty-one years. Two of the women were aged between thirty-one and thirty- five years old; twelve of them aged between thirty six and forty years and two aged over forty years. On the other hand, the age distribution for the men was two in the age bracket between thirty one and thirty

five years old, two in the age bracket of thirty six and forty years and four with over forty years of age.

The fact that there is some notable age difference between the men and women could explain the non participation of the women in the project. This could mean that the young women have to show respect to the men by not opposing their ideas as well as in elections. It could also imply that women have to content with the ideas given by men and more so, ideas by the older men.

Kimilu and Mailu (2007) affirm this and explain that according to the Kamba culture, menopausal women enjoyed a higher level of power and control comparable to older men. According to these authors, only elderly women would sit in *Barazas* with men and make serious decisions. This could explain why the young women, who are the majority in the project, were ignored and also shied away from taking high level positions since they would not be listened to. Women respondents indicated that they were at an age when they were bringing up their families and which took much of their time making it difficult for them to participate fully. However, this could just be a lame excuse since they also indicated their preference in attending women group meetings locally known as *mwethyas*, which were exclusively for women. Hence, there was a clear indication that women were put off by projects that did not allow them express their ideas freely.

(iii) Level of Education.

Informants were asked to indicate their level of education. This study sought to find out whether participation in the project varied with the level of education. Table 4.3 shows the findings of the study on the variable of informants' level of education.

Table 4.3: Respondents' Level of Education

	Women	Men
Level of education	Frequency	Frequency
Primary Education	2	1
Secondary Education	13	3
Post Secondary	3	4
Total	18	8

From Table 4.3, thirteen of the women respondents had secondary level of education as compared to about three of the men respondents. Table 4.3 also shows that three of the women as compared to four of the men respondents had post secondary education. From these findings, it was clear that the level of education did not hinder women from seeking or vying for leadership positions in the Upper Manza Water and Sanitation Project. This therefore implied that women

in Upper Manza Water and Sanitation Project still lag behind in taking up positions in project management despite their equal education status with men. Formal education was not therefore a factor to women's lack of participation in community projects.

(iv) Source of Income

The study also sought to find out about the source of income of the members of Upper Manza Water and Sanitation project. This variable was included because it was assumed that the source of income determined the amount of time dedicated to project issues. It was therefore, assumed that source of income was a factor influencing participation of men and women in the project. Findings with regard to this variable are presented in Table 4.4.

Table 4.4: Respondent's Source of Income

	Women	Men
Source of income	Frequency	Frequency
Salaried Employment	4	2
Self- employed	12	6
None of the above	2	0
Total	18	8

Table 4.4 shows that majority of the respondents derived their income from self employment with twelve women and six men in this category. According to the respondents, they were either shopkeepers or vegetable vendors. They also indicated that although they were self employed they were still needy because their small businesses did not give them enough income. The table further showed that four women and two men were salaried employees.

Income was therefore a factor that affected participation of women in that they could not fully dedicate their energies in the project for they still had to provide for their families. Time that would otherwise be spent in the project was used to earn a living at their businesses.

(v) Time respondents joined the project

The study sought to find out when the members joined the project.

Upper Manza Water and Sanitation project was started between 2006 and 2007 in Manza village, Tala Division, Kangundo district. The initiator of the project was Nicholas Kyalo, who is the current chair person. He started by mobilizing a few people who at first were not willing to participate because they did not believe they could initiate and manage the project successfully. He managed to convince seven men and three women who worked with him at the initial stages. They

started by repairing the road that leads to the Manza / Katine village from the main Nairobi- Kangundo road.

His aim was to help the residents of Upper Manza get an alternative source of income and stop relying on changáa brewing that was wrecking havoc in the village resulting in a high turn-over of school dropouts and high crime rate which in turn led to vicious circle of poverty. In this way, the project stayed true to its vision “answering the cry of humanity”.

The conception of the project coincided with the time the government had come up with the CDF which entails the devolving of funds to the grassroots. In addition to improving the welfare of the members they also wanted to benefit from the devolved funds. The key plank of benefiting was to engage in a project that involved both men and women.

The project was designed with the assistance of a consultant from Tana Athi Water Services Board. At the start of the project, women played a peripheral role due to their subordinate in relation to men status. They were only informed of the project and its benefit in meetings which they did not object.

Although the project targeted improving among other things women welfare, only three women featured at the identification stage with about 70% joining at the implementation stage .This was after the women learnt of the would-be benefits of the water project to them as explained earlier in the study.

The finding of the study is shown below in Figure 4.1

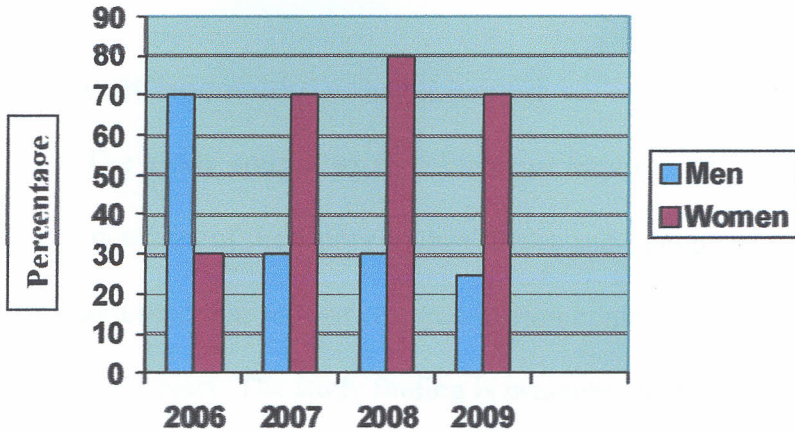


Figure 4.1: Membership by years joined the project

Figure 4.1 shows that in 2006, which was the year of the project's inception, women and men represented 30% and 70% respectively. In 2007 the figures reversed with 70% being women while 30% were men. In the year 2008, while the number of women increased to 80% that of the men remained the same.

Thus, since 2007 majority of the members of Upper Manza Water and Sanitation project have been women. This finding could be explained in that women are easily won over in an undertaking that promises to address one of their basic concerns, water. It could also be explained that these women were already in other groups and when mobilized to join in they readily agreed. Also, the three who were involved at the start of the project were among the most active, though pushed to take up managerial positions. This indicates that most women in the project just enjoy getting water yet they are at very low level of empowerment, thus being at welfare stage according to Longwe's conceptual framework.

(vi) Communication in the project

The study sought to find out how important issues were communicated to the members of the Upper Manza Water and Sanitation Project. This is because it was assumed that lack of communication could be a factor influencing participation in the project. The study finding is presented in Table 4.5

Table 4.5: Channels of communication

	Women	Men
Channel of communication	Frequency	Frequency
Mobile phones	4	2
Meetings and or face to face	12	5
Letters/Notice boards	2	1
Total	18	8

Table 4.5 shows that twelve women and five men, who are members, reported that communication was done through scheduled meetings or face to face encounters. Table 4.5 also shows that letters and or notice board postings were the least utilized mode of communication used in the Upper Manza Water and Sanitation Project with two women and one man. Mobile phones communication

was the second most used method of communication with four women and two men. This finding showed that, although members of the Upper Manza Water and Sanitation project were informed on what is going on within the project, there could be delayed communication at times due to the mode used.

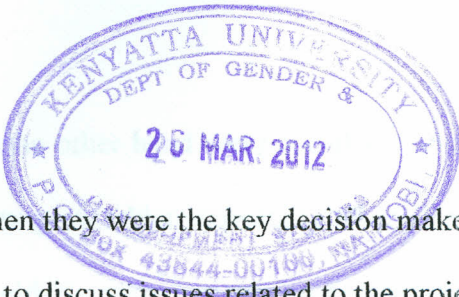
4.2 Roles and responsibilities of women and men in the project

The research sought to find out the actual roles of men and women. Below is a short description.

(i) Women

One of the roles of women in the project was to attend meetings. In these meetings they would be called requested to pray before and after the meetings. Except for the officials, women would cook for those working in the project and provide labor such as fetching water. In addition, they provided the numbers involved in the project as they were the majority and gave legitimacy as demanded by the CDF which had provided part of the funding.

During visits by outsiders, some of the women were charged with the responsibility of ensuring the compound was clean and they entertained guests through song and dance. This was done mainly by the non employed women who were less committed and would get time to prepare for the entertainment. In elections, women were also involved. They would swing the vote in favour of some candidates because of their numbers.



(ii) Men

For the men they were the key decision makers as they chaired and directed meetings to discuss issues related to the project. They championed fundraising for the project and non officials provided most of the hard labour such as carrying stones using wheelbarrows.

Men who were officials were also charged with the responsibility of visiting the area Member of Parliament and other important personalities for consultations.

During elections they were the major actors as they vied for the various positions.

Findings from the research confirmed the roles played by both women and men as outlined above. About ten women-members reported that their major participation in the project was to contribute money, cook for those working in the project and supporting decisions and opinions of the management group.

For the men, out of the eight who answered the questionnaires; five stated that men were more involved in leadership, getting funds and providing labour, and the running of the day to day management of the project like organizing donor meetings as well as consulting with the area Member of Parliament.

The roles of both women and men in Upper Manza Water and Sanitation Project are in line with the Akamba culture, traditions and beliefs.

Mbiti (1966) states that in the Kamba tradition, girls were socialized to look after young siblings, fetch water, firewood, cook and attend to other domestic chores.

Boys on the other hand were socialized to accompany their fathers in hunting but when they grew older, especially after circumcision, they would sit with them in *barazas*(elder's meetings)where decisions were made. When they matured into men and women they were encouraged to conform to established cultural norms by being rewarded or punished for their behaviour.

This conditioning and stereotyping could easily have been the reason for the lack of women participation in managerial tasks. This to some extent has become difficult to uproot from the mental frames of the Kamba people. This explains why women in the project under study took a back seat by not participating in high level positions in the development process.

The belief by the Kamba people that women can only play subordinate roles is what the **empowerment framework** describes as not being at the conscientization level. The women are not aware that since gender roles are culturally and socially defined they can be changed.

The decisions made by men are sometimes not cognizant of issues affecting women. This is because it is assumed that men can make decisions for women in their absence. For any development to be sustained, the stake holders concerned must avoid gender-blind policies that incorporate biases in favour of existing gender relations which tend to exclude women. On the contrary, Kabeer (1994) advocates for gender-sensitive policies that recognize women as well as men as development actors and that they are constrained in different ways as potential participants and beneficiaries in the development process.

The absence of women in policy and decision making processes has often meant that men have become the key players with access to and control of main aspects of the project, particularly finances and decision making. Consequently, women may be sidelined from management functions since they do not belong to the inner circle that directs the projects. This makes it difficult for them to benefit as they would in which case they remain as poor as they were or even poorer yet such projects are meant to improve their socio-economic status. This state of affairs might lead to doubts on the part of the women on the management of funds. It is therefore important to conscientize both men and women to appreciate their participation at all levels in the development process.

4.3.1 Factors influencing the participation of women

The research sought to find out the factors influencing participation of women in the project. The research established that they were both positive and negative factors.

Positive factors

(i) Availability of Cheap Water

All the women reported that they joined the project in order to be able to get cheap and clean water. The respondents unanimously agreed that availability of water has been a big advantage in that it has eased their work of going to look for water many kilometers away. Previously the women would walk for two kilometers to get water at Katine River. During the dry season, they would trek for long distances since the river was seasonal and at times did not have water. The water

was often not clean because it was shared with animals. Water borne diseases were therefore common, which affected the wellbeing of the families resulting in rising costs of medical care as one young woman, Mary stated, "...we are now having clean water, we used to go all the way to katine for water, wasting a lot of time". (O.I. 23rd July 2010).

(ii) Financial Benefits

The members indicated that they were paid a bonus of one thousand two hundred Kenyan shillings at the end of the year 2009, as a form of appreciation as well as encouragement. *Mwangangi stated, " Although I received Ksh. 1,200 as bonus in December 2009, this was a boost but I still have many financial needs". (O.I. 27th July 2010). They also generate income by selling vegetables now that there is enough water to irrigate their farms. This has motivated them to support the project to some extent.

(iii) Social unity

The women indicated that the project enhanced their social growth and made them to be part of the community since members of the project could meet and deliberate on issues affecting them. Attending meetings and performing other assigned duties gave women the opportunity to socialize with other members hence break the monotony of staying indoors. *Nduku (O. I ,22nd July 2010) commented that, "...at least I have a reason to be away from home, meet other women and share issues and challenges that we face and come up with solutions".

(iv) Employment

Upper Manza Water project has employed 17 women. They can now provide for their families especially for women headed households who were given the first priority in employment. The impact of this is financial security for the members which gave them the motivation to work towards the success of the project. *Muthini affirmed to this and said, “I am one of the lucky who got job, my children are now going to school and I have stopped selling chang’aa”(O.I. 20th July, 2010).

(v) High literacy rate

Due to the improvement in the economic wellbeing of its members, the area has enjoyed high literacy rates following reduced school dropouts. The findings indicated that with the extra income gained from either the farm or employment; even single mothers could afford to pay levies which keep their children in school. This has witnessed high enrolment and retention rate in school since the start of the project as confirmed by one respondent who happens to be a primary school teacher in the area. In her response to the benefits accrued from the project, she said, “ since the start of this project, Katine primary school has had an upward trend in enrolment and retention rate since parents can afford school uniform and other levies with money paid as salaries from the project.” *Omufira, (O.I. 23rd July 2010).

(vi) Improved welfare

Five of the women reported that they chose to participate in the project so that they could stop brewing chang'aa, an illicit brew. This has given them better status in the society because they are no longer referred to as "*mama changáa*" as was the case before. With this new reverence, they now attend community meetings without intimidation because they have gained confidence. One of them commented, "they used to call me mama changáa and I used to feel bad but due to poverty I could not change. Now after I got employed in the water kiosk they respect me and most people now call me Mama Maingi".(*Mwalalo, O.I, 22nd July 2010).

In addition they are now not in conflict with the law as was the case before where they would be arrested and arraigned in court for engaging in an illicit trade of selling Chang'aa.

(vii) Contentment

Two male respondents indicated that women who were involved at the start of the project were motivated to continue participating following the success of the project. This is a clear indication that involving them in the initial stages of identification and implementation was a motivating factor to enhance their participation. In support of this, one of the men indicated that, "There are two women who are very active from the time the project started, they were among the initiators of the project and they seem contented since they saw the birth of the project." (*Thombe, O.I ,23rd July 2011).

4.3.2 Negative factors

Three of the respondents reported that among the major influence for their participation was because they had been told to do so by the chairman of the project. This, according to the researcher is tokenism and may hinder women's progress in the project in that it may seem that their concerns are being looked into when in fact this is not the case.

Zimmer (1988) indicates that the concept of tokenism has been used widely to explain many of the difficulties women face as they enter into traditionally male occupations. Tokenism explains women's occupational experience, and their behavioural responses to those experiences in terms of their numerical proportion, suggesting that barriers to women's full occupational equality can be lowered by hiring of more women in organizations that are skewed towards men. However, this tokenism theory does not give adequate explanation on the experiences of either men or women in a society where gender remains important.

The issue of women joining the project because they were asked to do so may indicate that they were not involved at the start of the project hence had little information on the expected benefits. This is a reflection of Sarah Longwe's concept that participation becomes effective where there is involvement in needs assessment, project formulation and implementation. She adds that men and women achieve full control of their project when they make decisions that affect their own lives as this in turn enhances their participation. The handpicking of women by the chairperson to occupy a few seats in the management of the project

may be to fulfill some of the key requirements so as to attract donor funds. Therefore, there is need to encourage women who qualify to compete for top positions in the project management other than just wait for positions given to them as tokens.

4.4 Obstacles to women participation

Kimani (1998) defines participation as an active process in which the participants take initiative and action that is stimulated by their own thinking and deliberation and over which they can exert effective control. The researcher sought to find out obstacles to women participation in managerial and high level positions in Upper Manza Water and Sanitation project. It was established that there were factors that impeded women's high level as indicated below.

Time constraints and busy schedules

Eight of the women respondents said it was due to their busy schedules in their shops and stalls that they could not participate in the running of the project or be engaged fully in the activities of the project. The time set for the meetings were at times inconveniencing to women because as one respondent said, "sometimes the meeting is scheduled to start at four o'clock in the afternoon and stretches to six in the evening when am supposed to be preparing supper, so I opt not to attend."(*Mutindi, O.I 22nd July 2010).

75 per cent of the women reported their inability to participate fully in the project activities due to their multiple roles. Domestic workload, farming, trade and care for children imposed severe time burden on them.

The finding on the other hand revealed that time was not such a key constraint that hindered women participation. Some women opted not to actively participate in the project on the pretext that they did not have the time yet in real sense they were not happy with the chairperson handpicking a section of the women to be officials because they felt they were more suited than those handpicked. However it was also found out that although they considered themselves to be more competent they did not come forward and offer themselves for positions during elections.

The impact of the above scenario is that there was discontent on the part of some members who felt left out when some of their own were given positions. All they did was to complain quietly for fear of being accused of malice. Consequently, this made them develop negative attitude towards the project and its management hence became reluctant to participate in the project development.

Economic constraints

The project derives its revenue from selling water. After setting aside money for maintenance and paying employees, the balance is distributed to the members as bonus at the end of the year. The money set aside is kept in a bank account with the chairperson, secretary and one other member as signatories. Every time they want to withdraw the money they have to pass a resolution which is minuted and

which they present to the Bank as an indication that the members have agreed that the money be withdrawn. For transparency, the Community Development Assistant (CDA) who is a government official under the Department of Culture, has to countersign the minutes submitted to the bank.

Despite the fact that the members got a bonus at the end of the year, the amount given to each member was negligible and did not have much impact on their lives. They had to supplement their income from their small businesses.

Five women indicated that they lacked money to contribute regularly as it was demanded by the project because of their small incomes. Every time they had meetings they had to contribute some amount of money, for example as head count and fines for coming late, money that went to the project bank account. However, three of the women interviewed revealed that some of the monies raised from the fines were consumed by the officials and this discouraged them from contributing. One woman indicated that, "I don't think all the money is banked, the women officials who were handpicked plus the other officials must be enjoying our money so I feel they should be more hard working in the project because they benefit more". (*Rosemary, O.I , 23rd July 2010).

It therefore, appeared that lack of transparency in handling of finances was one of the factors impeding women participation in Upper Manza Water and Sanitation Project.

Socio-cultural barriers

Three women reported that they feared contributing in meetings although they had felt they had something to say because of fear of talking in-front of men. This was demonstrated by a young woman who said the following on why she did not contribute in meetings. When probed, she said,

*“aka mainenganaa mawoni moo umbanoni. Na kwa kitumi kii
nonekaa ta ni kasuku na kwoou nona niuseo kukilya tamo”*

Translated “women mostly do not contribute their ideas in meetings. This makes me look like a parrot when I contribute more than my fellow women and this makes me choose to keep quiet like them too”.(*Ndinda ,O.I, 22nd July 2010).

A further five women reported that in the project there were men who were too domineering. This could be attributed to the issue of cultural taboos and beliefs. For example, according to the Kamba customary laws it was considered a taboo for daughters-in-law to shake hands with Fathers-in-law in greetings or to attend meetings where they are present. The aim of this practice was to try and keep the in-laws apart and avert any intimate relations resulting from these kinds of greetings and associations. This practice which is prevalent at the family level is replicated at the community level (Kimilu and Mailu,2007).

In Upper Manza Water and Sanitation Project which is located in a rural setting, you will find fathers in-law and their daughters in-law belonging to the project. One woman reported that she was in the same project with her father-in-law which

had made it very difficult for her to speak in meetings. Talking a lot would be seen as a kind of disrespect to their fathers in-law in attendance.

The researcher attributed this to patriarchal influence where the men dominance prevails. The main obstacle here was gender relations and retrogressive culture that was hostage to gender discrimination.

Lack of effective communication

Three women and one man reported that at times the mode of communication was not very effective. This is because letters informing members' dates of meetings were received much later after the day scheduled for meetings. The same applied to notices given to members to pay monies towards development activities hence members were caught up with time with no adequate time to look for the money.

*Caroline (O.I, 23rd July 2010) stated that "our officials did communicate verbally or send information through other members but sometimes there was distortion and we ended up receiving wrong information. Other times we forget the date of scheduled meetings since many a time the next meeting could be after a month or two hence failure to attend."

Age difference

The fact that 30 per cent of men in the project were older than the average age of the women indicated that women were obliged to show respect to them and have to contend with all ideas they gave. Therefore, opposing men or taking up senior positions over the older men was culturally assumed as a sign of insubordination

(Kimilu and Mailu, 2007). This was shared by the women as indicated on section 4.1.

Heterogeneity of the project members

Four women revealed that they would be more comfortable if the meetings held consisted of women alone. The findings indicated that women who were vocal in their women *mwethyas* felt intimidated in the presence of men and reserved their ideas in fear of being thought of as indisciplined if they talked too much. Kimilu and Mailu (2007) concurs with this as he reveals that most men are supportive of the women *mwethyas* and in fact encourage their wives to attend and help them to contribute money. However, where the projects involve both men and women they prefer their wives taking a low profile.

Women could be shying away from participating in high level positions in the project due to gender relations that render women inferior to men especially in situations that need decision making.

Lack of Trust

Three women indicated that they were not satisfied with the way project money was being spent. They suspected that the officials could be embezzling the funds while others felt that the total amount provided for maintenance and kept in the bank was high and should have been distributed to members as bonus to enhance their income. The effect of this was women refusing to take up top positions for

fear of being accused of embezzling the funds as indicated earlier in this section by *Rosemary(O.I 23rd July 2010).

4.5 Ways of enhancing women's participation

(i) Appropriate time for meetings

Scheduled time for meetings should be convenient to all the members of the project especially the women. This is because most of the times the meetings are held late in the afternoons which is peak business hours and time to perform domestic roles.

The local administration, that is the chief and the D.O. when interviewed in their offices, reported that in order to address lack of participation by women in all levels of the project, the officials of the project need to schedule appropriate time for meetings. For example the chief wondered, "When the meetings are scheduled to take places on a Tuesday (a market day) how then do they (project officials) think the women in the project will attend?"(Chief, O.I 5th August 2010). It is therefore, important to have meetings or other activities pertaining to the project on days that are agreeable to the majority of the women. The time for the meetings should also be appropriate in that they take into account gender roles and business engagement of the members. Informants therefore, suggested that meetings be held on any other days but not market days.

Discarding Retrogressive culture

The chief and the D.O. were also of the opinion that harmful traditional beliefs should be discarded. This they said is by educating the men and the women to understand that apart from the physiological make up, there was no difference between the two sexes. In order to emphasize this point the D.O quoted chapter IV, the Bill of Rights in the new constitution. "If this constitution is enacted, it will lead to men appreciating women's participation since they are no lesser human beings". (DO, O.I, 5th July 2010).

Further, the Convention on Elimination of All Discrimination against Women (CEDAW) stipulates the urgency of eliminating stereotypes, customs and norms that give rise to the many legal, social and economic constraints of women. Article 1 of CEDAW defines discrimination as "any distinction exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on basis of equality of men and women, human rights, and fundamental freedoms in the economic, social, cultural or any other field."

On the same note, Kameri-Mbote (2002) states that when women are not adequately represented in decision making levels, their rights and freedoms may be violated. Equality here relates to the dignity, rights, opportunities and worth of men and women to participate in different spheres of life.

Communities use their culture to express their lives, beliefs and customs. Positive culture enhances the wellbeing of a community and should be encouraged. On the other hand, retrogressive culture and especially those aspects meant to stifle women empowerment should be discarded.

Promoting women's education

Although the research findings established that formal education was not an influencing factor to women participation in project development, the researcher indicated that promoting girls and women education would lead to production of empowered women who could participate in high levels of policy making without fear. The same views were expressed by the D.O. and the chief. The D.O said in the interview that " education is a very key factor in empowering women because it gives them socio-economic power; look at most women in power, they have good education".(O.I 5th July 2010).

Kimani (1998) affirms that people's ability to see and work on situations and issues need to be enhanced through awareness raising, conscientisation and assertiveness trainings. This can be achieved through capacity building targeting specific needs of women.

Further, FAWE (undated) stated that education was essential for improving women's living standards. It enables them to exercise greater "voice" in decision making in the family, the community and the public arena.

Discourage women insubordination and men dominance

The respondents were of the view that there was a need to discourage negative attitude that women should not speak up in the presence of men including their in-laws by appreciating women's contributions in meetings. This can be done through inviting women role models. The chief gave an instance where the minister for Water and Irrigation, Charity Ngilu, visited the project and encouraged women to take up leadership positions because they would benefit more if they were in charge. The chief's response on how women would enhance their participation was, "When honorable Ngilu visited the project site early this year she encouraged and challenged women to compete with men and take up top positions especially in a project that addressed their needs. Women seemed to applaud her words may be because she was their fellow woman!" (O.I. 5th August 2010).

This was seen as an encouragement to women to rise up and take their position in development projects. In this way they would ensure men do not dominate in running such projects.

Intensive Trainings

Women were also of the opinion that it was important to intensify their training on project management to enhance their personal skills. This would give them confidence to take up leadership positions. Initially the training was done for all regardless of whether they needed such training or not. It is important to undertake structured training for women who were qualified. *Mary (O.I 23rd July 2010) suggested, "We should have proper management of the project where money

would be saved to take us to intensive trainings and workshops on project management. This would improve on the personal skills and ensure that a good and efficient management is in place.”

However, in addition to the training, what the women really need is the change of attitude that women could not lead like men and the perception that women were insubordinate to men. Therefore, the researcher felt there was need for seminars specifically aimed at conscientizing women and assuring them that they had same potential as men to take up top positions in the project management. Longwe (1999) affirms that conscientisation gives an awareness that gender roles are cultural and can be changed hence the need for collective participation in the process of development.

Effective communication

The findings revealed that there was need to revise the mode of communication to avoid distortion of important information. Four women and two men suggested that officials should use short memos to deliver information and also remind members meeting dates on the eve of meetings through Short Message Service (SMS).

Equal opportunities in leadership

Three men agreed that there was need for changes on the leadership of the project to conform to the requirement that 30 per cent of all positions in management be allocated to women through affirmative action. This is in line with a presidential directive on allocation of public jobs. The District Officer suggested that the 30

per cent of the management positions be allocated strictly to women who merit because if left open women will not be able to struggle for the positions with men. In this way, the issue of low participation of women in decision making processes and in high level positions would be addressed. This would result to increased employment among women and thereby be involved in development. This is by addressing or being involved in policy and decision making processes leading to improved women status at community level and consequently on the status of the country's health, education and economy (The World Bank,2006).

Transparency in the management of the project resources.

Four women indicated that there was need for transparency in the management of the project resources. They suggested that officials inform the members how funds were used so as to deal with any doubts or suspicion. Kimani (1998) concurs with this when she argues that people's level of participation will depend on the degree of their expectation of the extent to which they will benefit from their effort in the project. This therefore calls for transparency in the way the project's resources are being managed.

Finally, the chief and the DO stated that it was important to involve all the stake holders, men and women, at the initial stage of the project development. This would ensure that the development addresses immediate needs and this in turn will motivate their participation.

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.1 Introduction

This chapter gives a summary of the study findings, recommendations for policy and for further research and conclusion. To reiterate, the broad objectives were: -to assess the role and responsibilities of women and men in the project; to identify factors that influence women participation in the project; to examine what impedes women participation in managerial and high level positions in the project and to suggest ways of enhancing women participation in high level positions in the project.

The study assumed that first; women's participation in Upper Manza Water and Sanitation Project was confined to provision of low levels labour while men were involved in high level participation. Second, there were factors influencing women's participation in project. Third, that a combination of factors impede women's participation in managerial and high level positions at Upper Manza Water and Sanitation project and lastly, a Multi-approach and effective communication skills were important in enhancing women's participation at all levels in the project.

Based on these objectives and assumptions, the study reports the summary, conclusion and recommendation of the study findings in the sections that follows:

5.2 Summary

The main findings obtained from the study are summarized as follows:

First, there were different roles for women and for men. These roles were socially defined and conformed to a belief that women were inferior to men and therefore had to play inferior roles. This is further complicated by cultural practices where men were seen as the decision makers who were able to make decisions affecting women without being cognizant of women's issues. The lack of awareness that there exists a difference between men and women needs, the roles played and the perception that development projects have the same impact on both men and women in Upper Manza Water and Sanitation Project have left women disadvantaged and left to play subordinate roles such as making tea, providing easy labor and attending meetings.

Secondly, it was established that there were factors that were influencing women's participation in the Upper Manza Water and Sanitation Project, both positive and negative factors. The positive factors were, to enable them to get cheaper and clean water and ease their work of walking two kilometres to look for water; be a part of a community since members of the project could meet and deliberate on issues affecting them and being able to improve and sustain their living standards by creating work. Participation was also due to the influence exerted to the women from the men folk. This was seen as a negative factor because officials used

tokenism, as explained in chapter four of this study, to allocate some top positions to women in the project management so as to attract donor funding.

It was also revealed that women faced challenges that impeded their participation in the Upper Manza Water and Sanitation Project. Women were disadvantaged due to their busy schedules in their shops and their stalls and therefore, they could not participate in the running of the project or be engaged in the activities of the project. Lack of money to contribute regularly was also a challenge to their participation in the project. Outdated cultural taboos and beliefs were also affecting women participation in the project. This had resulted in their lack of participation; that is, being actively involved in decision making process, policy making, planning and administration.

It was also revealed that women were reluctant to participate in project development due to discontent caused by lack of trust in the way project resources were being managed and the way some women were handpicked to leadership. Thus the women had hidden reasons that they feared to bring out but only pretended that time constrain and tight schedules impeded their participation. This silence was a sign of discontent and negative attitude towards the management of the project hence the laxity to participate. There was also some reluctance by some project officials to involve elite women in management so as to shield their misuse of funds from exposure.

Lastly, participation in the project by women could be enhanced by using different approaches. Among them was to have meetings held at appropriate time in order to allow the women tend their shops and stalls or other engagements. Harmful and retrogressive traditional beliefs should be discarded if the women are to participate in projects that are heterogeneous. With the advent of the new constitution men need to start appreciating women's contributions as it is enshrined in the constitution and acknowledge that they are no lesser human beings. This will result in high and an increased employment among women and thereby be involved in development; more so where women emerge as the main beneficiaries of improved water management in the community.

In addition, the management of the project should be encouraged to show transparency by tabling the financial report at least once a year so as to regain trust from some of the members as indicated in **section 4.3**. Women who merit should also be encouraged to compete for top positions to be given to them as token. This would also give members an opportunity to elect democratically their own preference.

The study established that formal education was not an influencing factor to women participation hence there was need to conscientise women on their rights and freedom of expression whether in homogenous or heterogeneous meetings.

The study also revealed that women role models like the Minister Charity Ngilu and Kathiani MP Wavinya Ndeti played a big role in influencing women to take

up leadership positions in the project so as to enjoy full access and control of the project's benefits. Further, respondents suggested that women should take advantage of their big numbers to mobilize themselves and take up challenging positions in the project instead of being handpicked.

5.3 Conclusions

The case of Upper Manza Water and sanitation Project clearly shows that although patriarchy is the main culprit in gender discrimination, both men and women and society as a whole is to blame for its entrenchment. Socialization has led to women demeaning themselves and therefore, playing peripheral roles in the project development and management.

It has also emerged from the study that some officials preferred handpicking women who shy away from volunteering to take up top positions so as to take advantage of taking full control of the project's resources at the expense of their ignorance. This gender imbalance can well be redressed through conscientization as it has earlier been discussed in this chapter

It is important to have women participate in project development; where participation means them being involved in needs assessment, project formulation, implementation, monitoring and evaluation. This will ensure a balance of control between men and women, so that neither side dominates.

It is, therefore, important to note that women's empowerment must be the concern of both women and men and the degree to which the project is defined as potentially empowering women is defined by the extent to which it addresses women's issues.

5.4 RECOMMENDATIONS

The following recommendations are advanced to enhance women participation in managerial and high level positions in Upper Manza Water and sanitation Project for policy making and also for further research.

5.4.1 Conscientization

There is need for community mobilizers and other stakeholders to organize forums to conscientize both men and women so that they appreciate and value each other's contributions in the project development and management process. This will accommodate the interests and address the needs of both genders.

Conscientization will also remove the negative attitude that women are made to take subordinate roles in project development; an attitude that has been caused by social-cultural beliefs that legitimize the subordination of women.

5.4.2 Trainings and capacity building

Both men and women of Upper Manza Water and Sanitation Project should receive basic training on project management so that during election more members can vie for top positions. The training should cover theoretical knowledge as well as practical skills. NGOs and well wishers could facilitate these

trainings. This will ensure that there is competition during election of new officials after the expiry of stipulated tenure period in office. The trainings and workshops should also aim at changing people's perceptions and attitude on women leadership that has been stereotyped by culture as discussed in chapter four.

5.4.3 Reporting, monitoring and Evaluation

Members of Upper Manza Water and Sanitation Project should ensure that there is transparency in the way the project is managed. This can be effected through regular reporting on the way resources are managed, at least once a year. This should be tabled before all the members during annual meetings.

To further effect transparency, there should be surveillance in monitoring and evaluation of the project's development process. This will keep members posted on every happening in the project. It will also discourage chances of misappropriation of funds hence build people's trust. Consequently, this will enhance active participation of all the members, including women, in the project development process.

5.4 4 Exchange study tours

All members of Upper Manza Water and Sanitation Project should be exposed to other projects' management styles in the neighbourhood where women have not shied from taking managerial positions. This could better be achieved after the officials and members of the project have undergone some intensive training to

appreciate the need to learn more from other projects. Funds could be solicited from NGOs and the Ministry of Gender, Culture and Social Services to facilitate the same. Exchange study tours between the management teams in other water projects should be encouraged to replicate best practices.

When women meet other women in managerial positions they will desire to vie for such positions too.

5.4 5 Sensitization of new Constitution on women leadership

Members of Upper Manza water and sanitation Project should be encouraged to seek more information on the provision in the New Constitution on women leadership. Members of Parliament, church leaders and the provincial administrations could be key actors in raising people's awareness of the provisions of the New Constitution and also ensure its application. Chapter Four Section 27(3) of the New Constitution states that "women and men have the right to equal treatment, including the right to equal opportunities in political, economic, cultural and social spheres". By embracing and implementation of the new constitution, project policy makers will ensure that top management positions are not occupied by same gender but at least give 30% of the positions to women. This will redress gender imbalance in the project's management.

5.4.6 Invitation of women leaders as role models

The project's stakeholders should take an affirmative action by inviting more women motivational speakers who are in top positions in the region to serve as role models and to encourage women in Upper Manza Water and Sanitation

Project to take up managerial positions instead of being handpicked as it has been in the past.

5.4 .7 Suggestions for further Research

To build on existing work, a comparative study needs to be carried out in other community development projects, since this study was carried out in only one project, to establish whether there are other determinants of women participation in projects development.

Further research will also be useful to answer the following questions:

- (1).What factors attract donor funding in community development projects?
- (2).What roles do men and women play in urban community based projects?
- (3).Is there difference in participation of women in female-headed households and women in male-headed households in community project?

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APPENDICES**APPENDIX I:****QUESTIONNAIRE**

Respondents for the Upper Manza Water and sanitation project members, employees and water clients.

This questionnaire is for the purpose of research only. Please answer all the questions in the questionnaire as honestly as possible and to the best of your knowledge.

Do not write your name on this questionnaire.

Section A: Tick your answer in the appropriate box

1. Gender

a. Male

b. female

2. Indicate your age bracket

(a) Over 40 years.

(b) 36 – 40 years

(c) 31 – 35 years

(d) 25 – 30 years

(e) 20 – 24 years

3. What is your highest level of education?

(a) No formal education.

- (b) Primary education.
 - (c) Secondary education.
 - (d) Post –secondary education.
 - (e) Any other (specify)
4. What is your main source of income?
- (a) Employed.
 - (b) Self employed.
 - (c) None of the above.
5. When did you join the Upper Manza Water and Sanitation Project?
Year.....
6. As a project member/client, how does information reach you from the officials?
- (a) Meetings/face to face encounters
 - (b) Notices and or letters
 - (c) Mobile phones
7. Is this communication appropriate to you?
- Yes No.
8. What encouraged you to participate in this project fully?
- (a) To get cheap water
 - (b) To belong to a group
 - (c) To improve my living standards
 - (d) Any other.....

9. What hinders you from participating in all levels of the project cycle?

- (a) Busy schedules
- (b) Lack of money to contribute
- (c) Male domination
- (d) Lack of proper communication on meeting dates
- (e) Any other

9. According to your observation and opinion:

(d) What role have men played in the successful implementation of this project?

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

(e) What roles have women played in the successful implementation of this project?

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

(f) What role does the society expect men to play in the Project?

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

- (g) What role does the society expect women to play in the community project?
-

Interview schedule for the key informants

1. Name:
2. Gender Male: Female:
3. Occupation:
4. Comment on the roles of women in the implementation of the project throughout the circle.
.....
.....
.....
5. Who were the key decision makers on the identification of the project and its implementation?
 - (a) Women
 - (b) Men
 - (c) Both men and women
 - (d) Don't Know
6. What key roles have women played in the implementation of the project?
.....
.....

7. What Key roles have men played in the implementation of the project?

.....
.....

8. What do you think influenced/motivated women participation in the levels they did in the project development?

.....

9. What challenges do you think women face in their participation in all levels in the project development?

.....
.....

10. As a leader what efforts have you made to narrow the disparity in participation in various positions and levels between men and women in the project?

.....
.....

11. In your own opinion do you think women's participation at some levels and not others in the project development has effect on our country?

.....
.....

12. Could you recommend remedies to curb the trend of women's low level participation in community projects?

.....

APPENDIX II

The study's Time line

Start	Activity
May 09	Pre – proposal presentation
June 09	Proposal writing
December 2009	Meeting my supervisors, making corrections and submitting proposal to the department
December 2009	Proposal presentation to the department. Making corrections as advised. Presentation
January 2010	Submitting revised Proposal to supervisor.
March 2010 -June 2010	collecting data and analyzing it under Supervisor's guidance.
March 2011	Submitting document to External examiner
May 2011	Conclusion as guided by supervisors Submitting final document to the department

APPENDIX III**The budget for the study**

Item	Amount
(Kshs)	
Accessing internet	5,000.00
Printing & Photocopy	20,000.00
Transport	10,000.00
Books and other source materials	10,000.00
Writing materials	5,000.00
Consultation	5,000.00
Contingencies	10,000.00
Total	65,000.00

