

**INFLUENCE OF INSTITUTIONAL FACTORS ON GENDER MAINSTREAMING
IN SELECTED BUNGOMA COUNTY GOVERNMENT MINISTRIES, KENYA**

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DECLARATION AND APPROVAL

DECLARATION

This project report is my original work and has not been presented for a Masters' or other awards in any other university.

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Signature:

Date: 16th March 2024

APPROVAL

This research project has been submitted for examination with my approval as the university supervisor.



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DEDICATION

I dedicate this work to Latifa Ali, Razia Ali and Sharifa Shabram.



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ABSTRACT

Gender mainstreaming has been a political issue in Kenya for quite a lengthy period. It has been called for in various institutions of society such as education, sports, business, and governance. There has been an outcry against the governance in Kenya from regime to regime as regards fewer positions occupied by women in leadership. In as much as gender refers to the roles and duties that both men and women hold, this study focused on women. This study was carried out in Bungoma County, Kenya. The broad objective was to analyze the influence of institutional factors constraining gender mainstreaming in the county government of Bungoma. The specific objectives were: i) to examine the influence of political goodwill on gender mainstreaming in selected Bungoma County government Ministries ii) to establish the influence of patriarchy-based institutional culture on gender mainstreaming in selected Bungoma County Governments Ministries, and iii) To determine the influence of policy framework in selected Bungoma County government Ministries. The research design was a descriptive study that analyzed selected Bungoma County Ministries and specifically focused on the status of gender mainstreaming implementation in the Ministries. The study used Liberal Feminism to explain the theoretical framework. The study used a mixed-method approach in the data collection leading to the collection of both qualitative and quantitative data. The sample population was 246 derived from a target population of 2500 employees of the selected Bungoma County Government Ministries which included the Ministries of Health, Transport, Agriculture, Education, and Gender. An office of relevance to this study was the Office of Bungoma County Women Representative and that of the Chair of the Gender Affairs Committee in the County Assembly. A stratified sampling technique allowed for the placing of respondents into strata that helped in the calculation of a specific sample size, which was representative of the target population. Data were collected through document review, closed and open-ended questionnaires, and face-to-face interviews. The study found that while Bungoma County's government ministries have a political environment and policy framework that should theoretically support gender mainstreaming, there is a significant disconnect between these theoretical underpinnings and the actual practices within the institutions. The institutional culture, dominated by patriarchal norms, presents significant obstacles to gender mainstreaming. Furthermore, despite the presence of supportive policies, their ineffective implementation hinders progress towards gender equality.

TABLE OF CONTENTS

DECLARATION AND APPROVAL	ii
DEDICATION	iii
ACKNOWLEDGEMENT	iv
ABSTRACT	v
TABLE OF CONTENTS	vi
LIST OF FIGURES	ix
LIST OF TABLES	x
LIST OF ABBREVIATIONS AND ACRONYMS	xi
CHAPTER ONE	1
INTRODUCTION	1
1.1 Background to the Study	1
1.2 Statement of the Problem	5
1.3 Purpose of the Study	6
1.4 Objectives of the Study	6
1.5 Research Questions	6
1.6 Justification of the study	6
1.7 Significance of the Study	7
1.8 Scope of the Study.....	9
1.9 Limitations of the Study	9
1.10 Assumptions of the Study	9
1.11 Operational Definition of Key Terms	11
CHAPTER TWO	14
LITERATURE REVIEW	14
2.1 Introduction	14
2.2 Empirical Literature	14
2.2.1: Overview of Gender Mainstreaming.....	14
2.2.2 Political Goodwill and Gender Mainstreaming.....	16
2.2.3 Patriarchy Based Institutional Culture and Gender Mainstreaming	19
2.2.4 Policy Framework and Gender Mainstreaming	23
2.3 Theoretical Framework	27
2.4 Conceptual Framework	31
2.5 Research Gaps	33

2.6 Summary of Literature	33
CHAPTER THREE.....	35
RESEARCH METHODOLOGY	35
3.1 Introduction	35
3.2 Research Methodology.....	35
3.3 Location of The Study.....	36
3.4 Target Population	37
3.5 Sampling Procedure	38
3.6 Sample Size	38
3.7 Research Instruments	39
3.7.1 Questionnaires.....	39
3.7.2 Key Informant Interviews	40
3.8 Piloting of Research Instruments	41
3.9 Testing for Validity and Reliability	41
3.10 Data Collection Procedures	42
3.11 Data Analysis Procedures	43
3.12 Ethical Considerations.....	43
CHAPTER FOUR.....	44
DATA PRESENTATION ANALYSIS AND DISCUSSION	44
4.1 Introduction	44
4.2 Demographic Data.....	44
4.2.1 Gender.....	44
4.2.2 Age Bracket	45
4.2.3 Level of Education.....	46
4.3 Department in the County Government	46
4.4 Reliability Test.....	47
4.5 Descriptive Statistics	47
4.5.1 Political Goodwill and Gender Mainstreaming	48
4.5.2 Patriarchy Based Institutional Culture and Gender Mainstreaming	53
4.5.3 Policy Framework and Gender Mainstreaming	58
4.6 Discussion of Findings	63
4.6.1 Political Goodwill and Gender Mainstreaming	63
4.6.2 Patriarchy Based Institutional Culture and Gender Mainstreaming	64
4.6.3 Policy Framework and Gender Mainstreaming	65
CHAPTER FIVE	67

SUMMARY OF FINDING, CONCLUSIONS AND RECOMMENDATIONS	67
5.1 Introduction	67
5.2 Summary of Findings	67
5.2.1 Political Goodwill and Gender Mainstreaming	68
5.2.2 Patriarchy Based Institutional Culture and Gender Mainstreaming	69
5.2.3 Policy Framework and Gender Mainstreaming	70
5.3 Conclusions	71
5.3.1 Political Goodwill and Gender Mainstreaming	71
5.3.2 Patriarchy Based Institutional Culture and Gender Mainstreaming	72
5.3.3 Policy Framework and Gender Mainstreaming	73
5.4 Recommendations for Practice.....	74
5.4.1 Recommendations for Authorities	74
5.4.2 For Beneficiaries	74
5.5 Recommendations for Further Studies	75
REFERENCES.....	76
APPENDICES	81
APPENDIX I: INTRODUCTION LETTER.....	81
APPENDIX II: ERC.....	82
APPENDIX III: NACOSTI.....	83
APPENDIX IV: INFORMED CONSENT FORM	84
APPENDIX V: QUESTIONNAIRE.....	85
APPENDIX VI: KEY INFORMANT INTERVIEW.....	90
APPENDIX VII: MAP OF STUDY LOCATION.....	91

LIST OF FIGURES

Figure 1: Theory of Liberal Feminism.....	31
Figure 2: Conceptual Framework.	32
Figure 3: The institutional culture and patriarchal norms.....	53
Figure 4: Patriarchal norms and gender mainstreaming.	54
Figure 5: The institutional culture and gender equality.	55
Figure 6: Efforts to challenge patriarchal norms	56
Figure 7: The institutional culture and decision-making processes.....	57
Figure 8: Map of Bungoma County	91



LIST OF TABLES

Table 1: Target Population	37
Table 2: Sample Size	39
Table 3:Gender	44
Table 4:Age Bracket	45
Table 5:Level of Education	46
Table 6:County Department	46
Table 7:Reliability Test	47
Table 8: The political leadership and gender mainstreaming.	48
Table 9: Political Will and Gender Mainstreaming Policies	49
Table 10: The political environment and gender equality.	50
Table 11:Political leaders and gender mainstreaming.	51
Table 12:The political climate and decision-making processes	52
Table 13:The policy framework and gender mainstreaming	58
Table 14:Policies and gender mainstreaming	59
Table 15:The policy framework and gender mainstreaming.	60
Table 16:Review of policy framework and gender mainstreaming.	61
Table 17:The policy framework and decision-making processes.	62



LIST OF ABBREVIATIONS AND ACRONYMS

EC	European Community
CEDAW	Convention on the Elimination of all forms of Discrimination against Women
CoG	County Government
DFID	Department for International Development
HRM	Human Resource Management
NGEC	The National Gender and Equality Commission
MoFED	Ministry of Finance and Economic Development.
OP	Observatory of Parity
PfA	Beijing Platform for Action
UN	United Nations
WEP	Women's Enterprise Fund
WID	Women in Development
Pop.	Population
Mgt.	Management
ANC	African National Congress
WID	Women in Development
UNGA	UN General Assembly
SPSS	Statistical Package for the Social Sciences
UN	United Nations
PfA	Platform for Action
UNDP	United Nations Development
WB	World Bank

CHAPTER ONE

INTRODUCTION

1.1 Background to the Study

There are several approaches to gender mainstreaming such as; gender equity, family planning, women empowerment, and the use of effective and sustainable means to promote gender mainstreaming, (African Development Bank, 2011). Some of these challenges include; a lack of staff awareness across various organizations, poor use of organizational resources, a dominance of patriarchal systems, and a poor attention to existing policies to implement gender mainstreaming. These shall feature in the following three-part assessment of how gender mainstreaming has been handled internationally, regionally, and locally. It is also important to mention that this research will give attention to the place of women in gender mainstreaming and only focus on this one sex.

According to Dawson, (2005), the importance of gender mainstreaming for the women of Britain is to allow them to be a great beneficiary of the Sustainable Development Goals. They have to be included in the millennial development plans so that men do not take up all the great jobs and positions that come with it. The European Commission, (2012) agrees that women need to be involved in political decision-making, economic strategizing, and other matters of public interest. In 1999, the UK Parliament was the 25th in the world with the greatest number of seats for women, (O' Conell, 2013) however, this was still a slow progress.

Among the challenges noted by (Dawson, 2005) in the implementation of gender mainstreaming were; a lot of males dominated political units, fewer women attempting to vie for political seats, and a lack of will by the government to bring in more women to leadership positions. Lovett & Kelly, (2011) added an extra reason for poor implementation of gender mainstreaming being a failure to practice policy. Their argument was based on a poor representation of the ethnic minorities who occupied just a few seats in parliament.

The French parliament set up policies on gender equality in the 1970s, (Lepinard, 2015) and instituted them into the social, political, and economic lives of French citizens. Lepinard, (2015), continues that, at least 12 laws on gender equality have been passed in France between 1972 and 2014. However, the challenge of a lack of government will across various regimes in France has made it difficult to maintain these laws and make them effective, (European Parliament, 2015). There have been reported cases of violence against women by men in power such as the scandal that surrounded former president Nicholas Sarkozy, (European Parliament, 2015). This has discouraged women from attempting to lead or vie for seats in France with only just a handful emerging. France has however attempted to create effective organizations to sustain gender equality such as the Observatory of Parity (OP) formed in 1995, (Council of the EU, 2012). Its mission is to ensure that there is a fair approach to gender representation among the French institutions including governance and economic decision making.

Sweden has been at the forefront of the policy that is, Women in Development (WID), especially after its adoption by the UN General Assembly in 1979, (Ryan, 2007). The CEDAW played a major role in having the UN adopt the WID policy, (Ryan, 2007) that made it fairer for women across Sweden to be integrated into the institutional circles of employment and leadership. The Beijing Platform for Action (PfA) further reinforced what had been set up by Sweden and the CEDAW, recognizing that women needed to be integrated into public policy matters to fight off poverty and insecurity, (UNDP, 2008). Sweden is just one of the few European countries with a success story on gender mainstreaming and has been serious enough to uphold gender equality laws for a long time since their inception, (World Bank, 2010).

The states of Asia have been labeled to be non-responsive to women's rights with India taking the lead, (Rizvi, 2012). These are followed by states in Africa, (Zegeye, Teshome & Musoma, 2018) which hardly have enough female representations in political governance.

The UNDP, (2008) proposes that India needs to involve more women in disaster management plans especially since India is prone to floods. The organization goes further to state that women have better nursing and emergency skills compared to men and can naturally mitigate disasters. This view by the UNDP is upheld by, (The Rwandan Correctional Service, 2013) which looks at the place of female nurses in prisons where inmates give birth. The argument is that, naturally, women take better care of the babies that inmates procreate while incarcerated.

There are a lot of patriarchal political set ups in Ethiopia that have made it difficult for women to be a part of governance, (Bryan & Varat, 2008). The few that are there are further held back by religious beliefs that subject them to male dominance as the larger population of Ethiopia is Muslim. This view is supported by, (Zegeye, Teshome, and Musema, 2018). It is just recently that Ethiopia managed to have its first female president in a long period since Mengistu Haille Mariam was prime minister.

The African National Congress (ANC), (2014) appreciated the importance of gender equality in South Africa in the event of the celebrations of National Women's Day. South Africa by the accounts of, (Sibanda, 2015) is highly a male-dominated sphere when it comes to political governance. Gender equality in South Africa has been demeaned by violence against women with some who try out for leadership positions being put to shame or threatened, (Erlank, 2005). The South African government however tried to initiate a bill that would protect women from gender inequality, (Sinbanda, 2015) which they termed the WEGE bill. It touched on Act 2000, Number 4 of the constitution which spoke of a prohibition against any practice that belittled any gender, (Erlank, 2005). However, poor government will to implementation led to a slow effect of the bill on the women of South Africa.

Kenya has had numerous cases of violence against women, (Wambui, 2013) including that of slapping of politicians on live television such as that of between former Nairobi Governor, Evans Kidero and former Nairobi Women Representative Rachael Shebesh. Wambui, (2013) continues to identify the chaotic scenes that have marred the County Government leadership where MCAs throw furniture at each other. Women therefore have had the roughest time being leaders in Kenya and the saddest part of it is that, so few of them ever make it to governmental positions, (African Development Bank, 2011). There have been a few efforts made by both the Ministry of Devolution and Planning and that of Labour, Social Security, and Services to make the situation better for women. The Ministry of Devolution and Planning, (2016) has integrated laws that foster capacity building and the inclusion of women in political decision-making at the County levels.

The Ministry of Labour, Social Security, and Services, (2016) has in turn set up laws that take care of minorities and vulnerable groups to protect women from gender inequality. The only issue that has been outstanding in these laws has been implementation as they continue to be trampled upon by politicians. It is due to the above discussion that this research will be carried out. Chepkemboi & Mbirithi (2023) found that the majority of respondents moderately agreed that the County Government of Mombasa had leadership support for gender mainstreaming. Additionally, there was a weak but positive correlation between political commitment and the implementation of gender mainstreaming in Mombasa County. Chepkemboi & Mbirithi (2023) concluded that there was a higher and positive correlation between policy functionality and the implementation of gender mainstreaming in Mombasa County. Participants agreed that there were policies in place to promote gender equality and respect for diversity.

1.2 Statement of the Problem

One would have expected that with the new constitution ushering in the Devolution governments, it would have given avenues for effective implementation of inclusive and comprehensive approaches and policies to narrow the gap of gender inequality. Despite there being several ministries in the county government and an office of women representative in the national assembly, women are still underrepresented, and some of the primary issues affecting them are yet to be addressed. This has denied several women equal opportunities and treatment in both private and public service. Even with the Constitution of Kenya (CoK) calling for the implementation of the two-thirds gender rule, political parties have not done anything leaving the assemblies and executive both in national and county government not constitutionally established.

Bungoma County is not spared in the institutional ill in ensuring the implementing of gender mainstreaming across the Ministries. It is commendable that some policies have been suggested before but the influence of policy framework on the implementation of gender mainstreaming has not yet been evident. However, women face so many institutional challenges that have denied them the full measure of enjoying inclusion and progress in the government, business, and other higher positions of authority. They are faced with a demeaning culture and a government that is not very ready to address their gender-based plight. The study location is unique because Bungoma as several studies on gender mainstreaming that have been conducted in secondary schools, and formal businesses in the county. There is inadequate understanding of institutional factors that cause county government an area of interest in line with gender mainstreaming. This study seeks to address that by analyzing the Influence of Institutional Factors on Gender Mainstreaming in Selected Bungoma County Government Ministries, in Kenya.

1.3 Purpose of the Study

The purpose of this study was to analyze the influence of institutional factors on gender mainstreaming in Bungoma County Government, Kenya.

1.4 Objectives of the Study

The specific objectives of the study were to;

- i. To analyze the influence of political goodwill on gender mainstreaming in selected Bungoma County government ministries.
- ii. To assess the influence of patriarchy-based institutional culture on gender mainstreaming in selected Bungoma County government.
- iii. To determine the influence of policy framework on gender mainstreaming in selected Bungoma County government ministries.

1.5 Research Questions

- i. What is the influence of political goodwill on gender mainstreaming in selected Bungoma County government ministries?
- ii. What is the influence of patriarchy-based institutional culture on gender mainstreaming in selected Bungoma County government?
- iii. What is the influence of policy framework on gender mainstreaming in selected Bungoma County government ministries?

1.6 Justification of the study

The issue of gender mainstreaming integrating gender perspectives at all levels of policy-making, implementation, and evaluation remains a crucial yet largely unresolved matter in Kenya, especially within local government structures. While there has been a concerted push for gender equality at the national level, the efficacy and thoroughness of these efforts are rarely trickled down to county governments, leaving a governance gap that exacerbates gender disparities. Recent studies have underlined that despite progressive policies on paper, there is an alarming discrepancy in their actual implementation. For example, only a small percentage

of institutional employees are women, and they often earn lower salaries than their male counterparts for similar roles. Additionally, the much-touted affirmative action policies, endorsed by the Ministry of Devolution and Planning, have yet to result in substantial improvement in the economic status of women.

The urgency for a deeper understanding of the issue is further underscored by global commitments to gender equality, such as the Sustainable Development Goals, and increasing international scrutiny. Specifically, Bungoma County serves as a microcosm that could reveal the nuanced challenges and potential solutions that could be scalable to other counties in Kenya.

Therefore, this study aims to move beyond surface-level discourse to provide a comprehensive analysis of the institutional factors affecting gender mainstreaming at the county government level in Bungoma County, Kenya. By focusing on political goodwill, the influence of patriarchal institutional culture, and the effectiveness of existing policy frameworks, this study not only pinpoints the specific barriers that hinder gender mainstreaming but also offers data-driven recommendations for multi-dimensional, sustainable solutions. The research thus fills a critical knowledge gap and could catalyze tangible change, providing both the government and civil society organizations with the tools they need to foster a more inclusive and equitable environment.

1.7 Significance of the Study

Through the identification of current gaps in the implementation of gender mainstreaming policies, this research provides government agencies, such as the Ministry of Labour, Social Security and Services, and the Ministry of Devolution and Planning, with the tools to improve and streamline their policies. A more gender-inclusive workforce can result from better policies based on the study's findings, which will promote holistic governance that truly addresses

gender concerns. As a result, gender equality is promoted and women and other marginalized genders are given equal access to opportunities in public service and governance, which benefits society as a whole. For leaders in a variety of industries, the research serves as a mirror, illuminating how institutional cultures, which are frequently reflections of the attitudes and beliefs of leaders, may exacerbate gender inequalities. With this understanding, executives may encourage cultural change in their companies, which will result in more fair recruiting, promotion, and decision-making procedures. This establishes a precedent for leadership accountability in advancing gender equality in addition to benefiting the individuals working in these institutions by fostering more equitable work conditions. Non-governmental organizations (NGOs) that focus on gender equality have the opportunity to get a comprehensive understanding of the complex obstacles that impede the mainstreaming of gender. This data is essential for creating focused intervention plans that are more tailored to the particular obstacles the study found. As a result, by tearing down institutional barriers to gender equality, NGOs can increase the effectiveness of their training, advocacy, and awareness efforts, which will directly benefit communities. In the end, this research has a great deal to offer the larger community. A more gender-sensitive approach to governance benefits women and other marginalized genders as well as the community's general growth and social cohesiveness. The study indirectly promotes the establishment of a more inclusive society where each person has the chance to participate in and profit from development processes by ensuring that gender mainstreaming policies are successfully implemented. Finally, by providing a case study of Bungoma County that may be used as a guide for further research, this work adds to the body of knowledge on gender mainstreaming in academia. The results of this study will be helpful for further investigation and comparison for academics and researchers with an interest in gender studies, public policy, and governance.

1.8 Scope of the Study

The study focused on analyzing the influence of institutional factors constraining gender mainstreaming in the county government of Bungoma, focusing on the status of women in the county. The study specifically looked at; the influence of political goodwill, the influence of patriarchy-based institutional culture, and the influence of policy framework on gender mainstreaming in selected Bungoma County government ministries. The study purposively sampled the top five ministries in terms of the number of employees i.e., the ministries of health, transport, agriculture, education, and gender. The study used a selected target population of 1000 respondents and both primary and secondary data collection methods. The study was conducted in Bungoma County specifically in Bungoma County Government offices located in the Bungoma County, Municipal Building opposite Huduma Center. The study was carried out between January to May 2023.

1.9 Limitations of the Study

Among the limitations expected in this study was that it was difficult to find the top officials at the Bungoma County government and therefore, interview schedules and bookings were done early in advance to ensure that this project is given consideration. It was expected that men may withhold information in their provision of data and may want to paint a picture that they treat women equally in the institutions, they were urged to be objective as none of the findings or revelations was to be used against any of them but all were used academically and with consent.

1.10 Assumptions of the Study

In this study the basic assumptions were;

- i. It was expected that there would be more women than men willing to participate in this research.

- ii. There was also an expectation that there would be an exaggeration by the county government in Bungoma on how well-integrated women are in leadership in the county.
- iii. The selected ministries and respondents will participate in the research study through questionnaires and key informant interviews where needed.



1.11 Operational Definition of Key Terms

Awareness	refers to the level of understanding and sensitivity that individuals, particularly institutional leaders and policymakers, have regarding gender issues. It includes the recognition of existing inequalities, biases, and the benefits of gender equality and mainstreaming. This may be assessed through surveys or interviews conducted within the scope of the study.
Gender Equality	is defined as the equal rights, responsibilities, and opportunities for all individuals, regardless of their gender. In the context of Bungoma County's government ministries, this may include but is not limited to equal pay, equal representation in decision-making bodies, and equal access to opportunities and resources.
Gender	refers to the social, psychological, and cultural attributes and behaviors associated with an individual's biological sex. It is not a binary concept limited to "male" and "female," but a spectrum that acknowledges various gender identities and expressions.
Gender Inequality	is understood as the unjust or prejudicial treatment of individuals based on their gender, resulting in disparities in opportunities, resources, and benefits between men and women. This will be assessed through indicators such as wage gaps, and the distribution of men and women in low and high-ranking positions within the institutions studied.

Gender Parity	refers to the equal representation and participation of both men and women in all spheres of public and private life, including, but not limited to, decision-making positions, education, and employment opportunities. Measurable indicators may include the ratio of men to women in leadership roles within the selected Bungoma County government ministries.
Implementation	refers to the execution or application of a plan, decision, or policy related to gender mainstreaming within the selected ministries. It includes the actions taken, resources allocated, and processes followed to actualize gender-sensitive policies.
Mainstreaming	specifically gender mainstreaming in this study, pertains to the systematic integration of gender considerations into the policies, programs, and practices of an organization or institution. It involves assessing the implications of any planned actions for both women and men.
Political Will	is understood as the degree of committed support and resources allocated by political leaders for a particular cause or policy in this case, for gender mainstreaming. This could be assessed by reviewing policy documents, budgets, or through interviews with policy-makers within the selected ministries.
Political goodwill	is the term used to describe the exhibited dedication and proactive efforts of government officials and political leaders to prioritize and carry out gender mainstreaming programs. The degree to which political leaders in Bungoma County actively

support laws and procedures that include a female perspective into all tiers of government serves as a proxy for political goodwill in the context of this study.

Patriarchy

is a social structure in which men dominate in positions of political leadership, moral authority, social privilege, and property ownership. The study operationalizes patriarchy by identifying the policies, procedures, and practices of the government ministries in Bungoma County that uphold gender inequality and male supremacy.

Institutional Culture

the collective organization's common values, conventions, beliefs, and practices that direct employees' conduct. The institutional culture of the government ministries in Bungoma County is evaluated for this study according to how well it facilitates or impedes efforts to mainstream gender roles.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter will look at the empirical literature into what other authors have discussed concerning the objectives of the study. There will also be a guiding theory in a review that will best fit this research. A diagrammatical conceptual framework will also feature and finally a review of the research gaps.

2.2 Empirical Literature

2.2.1: Overview of Gender Mainstreaming

Gender equality has been established as a goal by governments and international organizations. In international agreements and pledges, it is spelled forth. What equality means (and doesn't mean) and how to achieve it are still hotly contested topics. Undoubtedly, there are widespread trends in gender inequity. Women, for instance, are more likely than men to experience domestic violence; they are underrepresented in political participation and decision-making structures; they have different economic opportunities; they are disproportionately represented among the poor; and they make up the majority of those who are trafficked and involved in the sex trade.

The resolution of these and other challenges is necessary to advance gender equality. More changes in attitudes and interpersonal dynamics, institutions and legal frameworks, economic institutions, and political decision-making processes will all be required in order to achieve greater equality between men and women. When men or women find themselves in extremely difficult circumstances, mainstreaming strategies include affirmative action and gender-specific initiatives. Gender-specific interventions can be handled with men and women together, with women alone, or with men alone in order to guarantee that men and women can participate in and benefit equally from development initiatives. It is necessary to take these

interim steps in order to remedy the direct and indirect consequences of prior prejudice. When it comes to mainstreaming, it isn't about incorporating a "woman's component" or even a "gender equality component" into an already-existing activity. It means boosting women's engagement as well as applying women's expertise, knowledge, and interests to the development agenda. It may entail determining whether agenda modifications are required. Changes in goals, approaches, and plans of action can be required in order to provide equal opportunities for men and women to impact, participate in, and benefit from development processes. Mainstreaming gender equality aims to transform inequitable social and institutional structures into ones that are fair and equitable for men and women alike. Gender mainstreaming is crucial because a society can only succeed if all of its members feel included and not excluded.

The right to participate in, contribute to, and gain from civic, economic, social, cultural, and political growth that enables the full realization of all fundamental liberties and human rights belongs to every person and every person. All groups must be allowed to enhance or maintain their wellbeing, especially the most vulnerable ones. According to Hargeaves & Rai (2003), "strategies are pursued in the complex political and bureaucratic policymaking contexts, wherein decisions are made every day that embrace and ensnare men and women alike, but that always affect them differently given historical and persistent gender inequality. The multiple contexts and institutions by definition defy uniform recipes about internal institutional processes. Process and results are quite different. Although no one best strategy exists to consolidate gender-fair results in the mainstream, world conferences and global mandates focus on gender equality outcomes. As far back as 1970, advocates initially called for women to be integrated into select policies.

After a considerable transition in thinking and action, advocates now call for gender to be embedded in all policies. Gender equality outcomes cannot occur in sideline, peripheral units

— the usual predicament of women’s bureaus and ministries, often called ‘machineries. Gender equality must be addressed in the budget and institutional core of mainstream policies and agencies. Gender analysis should be as central to mainstream policies in employment, enterprise, agriculture, criminal/civil justice, and education as mainstream attention should be to once sidelined ‘women’s’ issues such as domestic violence and reproductive health. Yet advocates must start somewhere, and that somewhere often begins in national machinery.”

2.2.2 Political Goodwill and Gender Mainstreaming

The institutions take their lead from the government which they serve, (Bryan & Varat, 2008) and therefore, do what their leaders do. They are led by whatever method the person in power will choose to exercise while in power. In as much as they should follow a leader and take direction from him, there is a noticeable lack of awareness of gender-based rules at the institutions, (Erlank, 2005). Many instances call for proper guidance on gender equality and respect for the opposite sex in the institutions but they are just assumed to be known by everyone, (O’Connell, 2013).

Such ignorance has led to continuous cases of sexism against women in the workplace including an increased bias against gender mainstreaming, (Melissa, 2015). Most institutions affirm the core values, mission, and vision of their employees. They tend to forget the gender-based rules and policies that also affect the daily interaction among the employees and managers. Lepinard, (2015) finds that there are many reasons to clarify the institutional stand against gender inequality to affirm gender mainstreaming. He continues that gender mainstreaming is not an easy process but is contributed to by smaller steps of implementing gender equality, gender respect, and affirmative action. His view is echoed by, (Rizvi, 2012) who finds that a little respect for women goes a long way in securing a future for gender mainstreaming.

The more institutions practice a habit of reminding their workforce about the respect of gender and affirm these and such ideals in their workforce, the better for gender mainstreaming, (Erlank, 2005). Sensitization of the institutions towards a consideration of valuing gender equality contributes a lot towards gender mainstreaming, (Zegeye, Teshome, & Musema, (2018). The World Bank, (2010) finds that there are very few women represented in positions of leadership across various African countries. Some reasons have been attributed to this and one keeps on showing up, a poor approach to gender mainstreaming. The UNDP, (2008) agrees with this view as it also lays out its plan on how to get more women into positions of power in the institutions.

The argument that it poses is that gender mainstreaming helps achieve holistic development for the country as more women are employed in higher institutional positions. Sibanda, (2015) is of the view that there are few women in leadership as a result of only a few being given a chance to lead to make a show to the public. In the end, no further steps are made to have more women occupy higher positions in the government.

This has been the norm that many institutional leaders have employed to further the lie that they are observing gender equality and gender mainstreaming at the institutions. This take by Sibanda has been supported by, (Ryan, 2007) who approaches the argument by adding that, so long as a woman or two is seen in a seemingly high position, men can take over the rest of the higher seats.

Lovett & Kelly, (2011) are of the view that, when there are fewer women in positions of power, even justice becomes tough to get when cases are reported to courts. There is a kind of sexism that goes against the behaviour of women victimizing themselves as offended as an attempt to punish or get men punished. The sexist ideology is also challenged by, (Lepinard, 2015) who does not advocate for sexist means to administer justice rather a mixture of both men and

women in positions of justice and the judiciary itself. Gender mainstreaming holds the importance of ensuring that women are given higher positions and also continue to earn more beyond a mere show to the public, (Melissa, 2015).

Many are the times when the perpetrators of political crimes against women have gone unscathed for their crimes, (UN Women, 2014). Some notable examples by UN Women, (2014) include; Political violence against women in South Africa, India, Nepal and Pakistan. This was supported by a lack of support from the police and judiciary and negatively impacted on the confidence of women to participate in politics and institutional leadership. This finding by the UN Women, (2014) is supported by, (O'Connell, 2013) while trying to document the instances of politically generated violence against women across Europe.

The damning issue is that, the punishments laid out on the perpetrators of these vices have been challenged by their power and influence over society, (Council of the EU, 2012). These perpetrators have used threats, murder, force and even the sacking of institutional employees, specifically the women to have their way, (UN, Women, 2014).

Through their abilities to use their influence to escape punishment, women have suffered even more with every new regime. The Standard Group, (2020) documents the time when Evans Kidero, the then Nairobi governor slapped Rachael Shebesh and so did Mike Mbuvi while in office. There were never any serious corrections against the two political entities and the matter soon disappeared from the media and no one followed up on punishments afterwards. By the accounts of, (UN Women, 2014) there is no instance at all when a male politician is required to abuse a female politician to solve institutional issues.

The more the bodies of authority refuse to reward meaningful punishment to perpetrators of gender-based violence, the less of a deterrence there will be in the institutions, (Dawson, 2005). The employees, management and society at large has a duty to show respect and consideration

to the contribution of women even when having disagreements, (Carlen, 2013). Only in not being dubious about rewarding punishment to enemies of gender mainstreaming, will there be a more serious approach in the protection of women in the institutions.

The literature indicates that there's a significant lack of awareness regarding gender-based rules in institutions, as pointed out by Erlank (2005) and O'Connell (2013). While some studies highlight the benefits of reminding workforce about the respect of gender (Erlank, 2005; Zegeye, Teshome, & Musema, 2018), there's a dearth of research on effective strategies to increase this awareness and sensitization in the context of Bungoma County. Lepinard (2015) and Rizvi (2012) argue that gender mainstreaming isn't just about implementing gender equality but requires respect for women and affirmative action. However, many institutions overlook these aspects. Research could focus on how to make gender mainstreaming more comprehensive and effective. The World Bank (2010) and UNDP (2008) highlight the low representation of women in leadership positions in African countries. Further research could delve into the barriers that women face in reaching these positions and strategies to overcome these barriers. Sibanda (2015) and Ryan (2007) highlight that the presence of a few women in high positions is often tokenistic and does not reflect real gender mainstreaming. It would be important to study why this tokenistic approach persists and how it can be replaced by a genuine commitment to gender mainstreaming

2.2.3 Patriarchy Based Institutional Culture and Gender Mainstreaming

The patriarchy system has been in existence without many men even realizing it, (Katrin, 2009). It has been unspoken verbally but mostly through action such as in voting or selection of deserving candidates for institutional managerial seats. Many are the times in which women have tried to contest for elective posts at the institutions but have been defeated due to a demeaning patriarchal culture against their abilities to lead. This has not just been seen in politics but even in the internal affairs of the institutions as argues, (Dina, 2009). So much

discrimination has taken place to ensure that women hardly get a chance to lead with the few who manage to secure positions only being used for show to silence the public, (Lepinard, 2015).

There are many men that have been encouraged to support their own sex first by their fathers, male superiors or circle of friends, (Anja, 2004) creating a web of patriarchy systems that they are a part of even without their knowledge. This has been their guiding approach towards participation in whatever sort of institutional elections and the political elections. Katrina, (2009) continues that, when men band together against women, they discourage women from competing with them as culture would deter them from thinking that the public would favor them over men. There has therefore been stigma associated with women trying for leadership and other managerial positions at the institutions, (Dina, 2009).

There are some ways in which men can break the negative and unseen patriarchal systems that they have created and that is by, selection of leaders by merit rather than sex, (Ryan, 2007). No matter how qualified a woman tends to be, she is always challenged by men who may not even as much qualification as she does, (Erlank, 2005). One of the innovative ideas against patriarchy has been the abolition of traditional voting methods that made it easier to influence voters, (European Commission, 2012). These have prevented direct or indirect coercion of men against supporting women for better positions in the institutions.

From patriarchy, arises sexism, a character among men that has denied women a chance to work and progress peacefully without unfair judgment, (African National Congress, 2014). A good example was seen in the government of Tanzania when women were restricted from wearing makeup when attending parliamentary proceedings, (Manuel, 2018). This then means that, the women are put on the spot or their dressing and appearance more than for the job for which they have been called to perform. It is a sexist analysis of women when they should be

busy being placed on the scales for whether they have done a good or a bad job in their service delivery to the public.

There is a trend among patriarchal systems that seeks to demean the women at the institutions to be unproductive and encourage the public to edge them out of their seats, (Dina, 2009). This is what creates scandals against women and hampers their chances of progressing any further up the institutional ladder. The UNDP, (2008) tries to address sexist differences between men and women by proposing avenues through which women can be looked at from the perspective of how much they have achieved or failed to achieve in their institutional job descriptions. This then involves looking at their contribution from a work-related merit rather than how they dress or behave as women.

Men expect women to be submissive in the office the way they are expected to be at home, (World Bank, 2010). It is such expectation that has led to women failing to have the confidence to apply for more important and high paying jobs at the institutions. They have always been held back by an attitude of being judged by the men who majorly control the top offices of the institutions, (Sibanda, 2015). Male sexism against women has been on an increase, (UN Women, 2014) because those who perpetrate the act against women find loopholes to exploit in the criminal justice system. There is a lot of failure on the part of the institution to open doors for women who are seemingly there to look beautiful and not perform their duties, (Lovett & Kelly, 2011) contributing to rape and other sexual assault related misfortune for women.

Anja, (2004) is not quiet to mention that, most of the institutions globally are managed by men and more men get hired as managers each day. They are also the bulk of supervisors and human resource managers that continue to devalue the place of the woman in the institutions. This view by Anja is shared by, (Katrin, 2009) who looks at the European institutions and faults

male dominance in the boards. However, Katrin, (2009) is also quick to state that there have been justified reasons for women to fear being part of the management boards at the institutions.

A good example is in the infamous Hollywood case involving Miramax boss, Harvey Weinstein, (BBC News, 2020) who was charged for raping interested female employees to his company. Women have been silently abused while trying to earn positions in the board and their hard work as regular employees has not earned them promotions without most men looking to take advantage of them, (Katrin, 2009). They have been therefore forced to settle for the low paying and regular jobs, far below the managerial positions. It has been a damaging issue to a woman's career at the institutions and more men have earned the board of director's seats leaving women to continue as their junior employees. Melissa, (2015) is of the argument that, most institutions have borrowed a lot from the politics on the ground and furthered negative behaviours to the institutions themselves.

As stated earlier by, (Bryan & Varat, 2008), most institutions take after their leaders, those are the cabinet secretaries and other related political entities to also lead the employees at the institutions. Most of what they copy is simply negative. There are two major issues that have been in existence for a while now that have hampered gender mainstreaming, (Zegeye, Teshome, & Musema, 2018), these being: male dominated management and a drop in confidence by women to try and attain managerial positions. Some women have tried but they have fruitlessly managed to inspire other women to follow suit, (Katrin, 2009). They have therefore had to contend with the battle of numbers against men who have been the majority leading the institutions and also forming the bulk of regular employees. By the accounts of Dawson, (2005) there is a lot that has to be done to improve the situation at the institutions.

The literature suggests that patriarchal systems continue to thrive, often unnoticed or unacknowledged (Katrin, 2009). Yet, there is a lack of studies explicitly examining the influence and mechanisms of these systems within county governments and their effects on gender mainstreaming. This might include in-depth analysis of societal norms, beliefs, and practices embedded in county government systems that perpetuate gender imbalances. The literature reveals a connection between patriarchy and sexism, particularly in the denial of opportunities to women (African National Congress, 2014). However, it lacks a comprehensive analysis of how these factors interplay in the county government setting to hinder gender mainstreaming. There is mention of women's confidence being affected by male sexism and judgments, hampering their pursuit of higher positions (World Bank, 2010; Sibanda, 2015). Still, there is insufficient research on the extent of this issue within Bungoma County's government ministries and the mechanisms through which sexism affects women's career progression. Bryan & Varat, (2008) indicate that institutional behaviors often mirror those of their political leaders. However, there's a gap in the literature examining the extent and manner in which this political influence shapes institutional behaviors, particularly regarding gender mainstreaming in Bungoma County. Chepkemboi & Mbirithi (2023) suggest that while there is some level of leadership support and political commitment, the implementation of gender mainstreaming in Mombasa County could be improved by ensuring effective policy functionality and gender balance considerations in hiring and program planning.

2.2.4 Policy Framework and Gender Mainstreaming

If at all there was a serious approach towards gender mainstreaming, at least two-thirds of the institutional employees would be women, (Ministry of Labour, Social Security and Services, 2016). This is a requirement by the government on policies that support gender mainstreaming the only problem being, a poor implementation. Due to this neglect of the policy, many women have been left to earn low salaries in low paying institutional jobs and thus remain in poverty,

(MoFED, 2006). Poor implementation of existing policies has hampered the economic development of women in the institutions.

There are some good policies that exist to support gender mainstreaming as stated in the National Policy on Gender Development, (Republic of Kenya-Constitution, 2019) that include: “Article 27 (1) provides that every person is equal before the law and has the right to equal protection and benefit; Article 27 (3) provides that women and men have the right to equal treatment including the right to equal opportunities in political, social, economic and cultural spheres. The Constitution also outlaw’s discrimination on any basis including, pregnancy, race, sex, marital status, health, ethnicity or social origin, colour, age, disability, religion, conscience, belief, culture, dress, language or birth in Article 27 (4). To realize these ideals, the Constitution in Article 27 (6) requires the government to take legislative and other measures including affirmative action to redress disadvantages suffered by individuals and groups because of past discrimination. Article 27 (8) requires that not more than two thirds of the members of elective or appointive bodies are of the same gender.”

All the policies above are meant to help women earn higher, gain more internship at the institution as a measure to redress what they have suffered in gender-based discrimination and even be appointed to high posts in the institutions.

The policies exist but the stakeholders, both the government and the bosses at the institutions are not making enough efforts to implement these great policies for the betterment of the women, (Wambui, 2013).

There is a strong need for affirmative action and more consideration to the plight of women in the institutions so that their lives can improve as much as possible, (UNDP. 2008).

The Republic of Kenya-Constitution, (2019) in its article 27(1) provides for women to enjoy equal rights with men at the institutions regardless of their positions. However, men get more

respect than women and most women are taken in as secretaries with only a handful occupying the most important government or institutional positions, (Meghan, 2014). There is a lack of respect for women despite the articles in the constitution awarding them that opportunity. The Ministry of Devolution and Planning Services, (2016) has created revised plans for the promotion of women in the institutions spreading their influence across all the counties of Kenya. However, many continue to complain that they have not been well represented as women, (Meghan, 2014).

Article 27(4) has called for the government to compensate women for all that they have endured in years of gender discrimination, (Republic of Kenya-Constitution, 2019). They have to be rewarded by compensation which involves their appointment and selection for decision making posts such as, the finance departments of institutions, (Ryan, 2007). These are meant to empower women and even get international backing from countries such as Sweden and the United States of America as (Ryan, 2007) continues. However, to date there is yet to be proper empowerment efforts made for the support of women in low-income positions in the institutions, (Erlank, 2005).

The Rwandan Correctional Service, (2013) adopted a measure to value the rights of women even while in prison by paying them pensions for those who were aged and had not committed serious crimes. Also, it offered wages for the inmates who had been victims of gender-based discrimination themselves. That was to show that they would offer better treatment to non-incarcerated women in the Rwandese society.

In Kenya, Article 27(6) is yet to be exercised as more women continue to suffer in and outside the prison, in the free society and in the institutions. Some have been thrown in jail for crimes that they did not commit and even end up conceiving in jail, (Wambui, 2013) without a pension plan to take care of them or a properly administered women empowerment fund to address

their needs even outside employment. The European Parliament, (2015) has tried to mitigate the institutional discrimination against women by offering more policies to help protect women from being sidelined. In Kenya however, some of the already existing policies are yet to be affirmed or revised for the better, (Ryan, 2007).

The National Gender and Equality Commission, (2014) has a promising program for the gender responsive budgeting in Kenya. These include: The commitment of the government on gender and realization of constitutional imperatives. Making an effort to combat gender inequalities. Promote gender equality and freedom from discrimination. The NGEC is a body that works in the same capacity as the Women Enterprise Fund and the purpose is to fund women in order to improve their economic positions compared to men, (National Gender and Equality Commission, 2014). This is a duty that would see many women benefit financially by setting up their own businesses, giving employment to other women and getting a step closer towards being as successful as most men that are in high paying environments within institutions, (Ronald, 2014).

The major issue facing the successful achievement of the financial goals and capacities offered by the NGEC and the WEF is corruption within the institutions, (Ronald, 2014). This corruption is made possible as Ronald discusses, by the fact that a show of implementation of policies and budgetary allocations is done for a short time only to be stopped when people lose interest. In short, (Ronald, 2014), there is hardly a monitoring and evaluation of the expenditure of government funds set aside to help improve the economic statuses of women in the institutions.

The UNDP, (2008) is of a similar view that the governments of developing countries hardly maintain a dedicated monitoring and evaluation system that would ensure a successful allocation of resources meant to combat gender inequality and boost gender mainstreaming.

Rizvi, (2012) observes that, the government has a plan and the major issue that it still has to contend with to make gender mainstreaming an enjoyed reality for women is to eliminate corruption in the institutions. The Ministry of Devolution and Planning, (2016) has tried to improve on the approach towards successfully funding women in an attempt to cover the gap caused by gender inequality but is still challenged by its counterparts in the government.

Although numerous policies exist to support gender mainstreaming, such as those in the National Policy on Gender Development, their implementation is limited. This gap prevents women from attaining higher earnings and leadership positions within institutions. The stakeholders, including the government and institutional leaders, must increase efforts to enact these policies effectively for the betterment of women (Wambui, 2013; Ministry of Labour, Social Security and Services, 2016). Despite policies providing equal rights to women, such as the Republic of Kenya-Constitution's Article 27(1), there is a lack of respect for women in institutions. Women often occupy lower-status positions, and their work is not recognized equally to men's, contradicting the policy's provisions (Meghan, 2014). While international organizations like the European Parliament offer extensive policies to protect women from institutional sidelining, in regions like Kenya, pre-existing policies require affirmation and revision. The gap between international policy recommendations and local implementation is stark (Ryan, 2007; European Parliament, 2015). Programs designed to support women, like the National Gender and Equality Commission's gender-responsive budgeting in Kenya, are compromised by corruption within institutions. The lack of effective monitoring and evaluation systems to oversee the allocation of government funds is a significant gap, hindering the improvement of women's economic status (Ronald, 2014; UNDP, 2008).

2.3 Theoretical Framework

The theory of Liberal Feminism, which cropped up in the United States in the late 1800s, (Meghan, 2014). It was a venture of proponents such as, Mary Wollstonecraft, Elizabeth Cady

Stanton and John Stuart Mill who all argued for suffrage, that is, the right of women to vote in political elections, (Meghan, 2014). According to Bimer & Alemeneh (2018), liberal feminism contends that disparities between men and women are not based on biology, which fundamentally denotes different reproductive processes. Women should therefore be granted the same rights as men, including equal access to education and work.

This theory argues that, women are belittled by the society because of their lesser roles in the family which have denied them an opportunity to grow intellectually, financially and politically. Therefore, they deserve the right to utilize the same services as men, including educational attainment, financial gain and political participation, (Meghan, 2014). It is only through the meeting of these three fundamental aspects; financial, educational and political that women can have a level playing field with men in society, (Meghan, 2014).

Women's acts, such as feminism, occurred in numerous places, including Indonesia, according to Gunawati Tantra & Juniarta (2021). It occurred between the nineteenth and twentieth centuries, as evidenced by Raden Ajeng Kartini's efforts (Lubis, 2006). She was thought to be a feminist. Since of her progressive drive, she was motivated by society because she pushed for chances for women, such as educational rights. Gender equality concerns, however, continue to persist in society, regardless of the government's efforts to abolish them. The World Economic Forum (WEF) released the Global Gender Gap 2015 report, which showed Indonesia's position in the survey of 145 nations. Indonesia was ranked 92, considerably behind Philippian, which was ranked 9th. Gender equality in Indonesia is high, with a score of 0.6813. (Murthi et al.,2017).

According to Maulana, Farhah, Yahya, and Asy Syifa (2021), liberal politics, which advocated equal rights for women to select, divorce, and own their homes, and fought discrimination against them in public legislation campaigns, are the theoretical roots of liberal feminism.

Liberal feminists also highlighted that men and women share similar identities, with equality and freedom for both sexes serving as their primary tenets (Tong, 2009). According to academics, Mary Wollstonecraft (1759–1799) was the pioneer of liberal feminism and the author of the essay "A Vindication of the Rights of Women." According to the discussion in this article, women suffer economic and psychological harm as a result of their dependence on and exclusion from society.

In her work, Wollstonecraft put out the idea that women ought to enjoy the same rights as men in terms of employment, education, political rights, and even religious freedom (Campbell, 1960; Kim, 2001). Wollstonecraft's contribution to women's freedom is the guarantee that they have the right to act in accordance with reason, a privilege that is dependent on having a particular social status and being free from a controlling master. Wollstonecraft argues that women's liberation from dominance is relational: it grants the moral subject a special place in relation to others. Because of this, being freed from slavery grants the individual a particular level of power or right in relation to other people in society (Halldenius, 2017).

With the passage of time, the campaign for women's emancipation grew to a worldwide scale, receiving approval from the world's most powerful international organization: the United Nations. In their paper, Maulana, Farhah, Yahya, and Asy Syifa (2022) attempt to elucidate the discourse relationship between liberal feminism as an ideology that originated in biblical tradition and was ultimately realized in the form of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), which was adopted by the United Nations General Assembly in 1979. Liberal feminism, although showing that women are different from men but not inferior, does not, sadly, invalidate the commonly held idea that men and women are fundamentally different (Nienaber and Moraka, 2016). Liberal feminists contend that a series of cultural and legal prohibitions that prevent women from succeeding in the public arena are the basis for female subordination. Because they perceived a lack of opportunities in women's life chances and results, liberal feminists were inspired to address the issue through legislation and education (Tong, 2009). The most successful strategies to lessen women's marginalization and oppression in Ethiopia are laws and educational initiatives.

The figure above shows that, under the theory of Liberalism, there would be great efforts made by stakeholders (the government, the institutions, the men and women themselves) to improve government representation of women. Also, there would be an increase in salaries for the low earning women as they get better jobs and higher managerial positions in the institutions.

Still, there would be a considerable inclusion of women in the important decision-making processes of the country such as, in the Ministry of Finance.

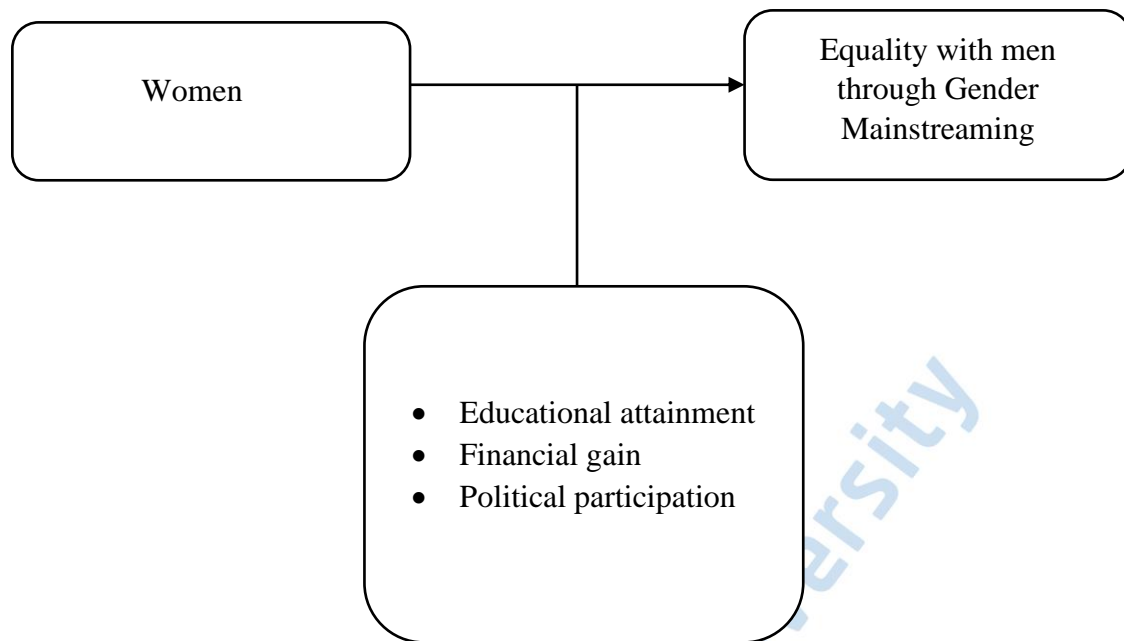


Figure 1: Theory of Liberal Feminism.

Source, Researcher (2021).

2.4 Conceptual Framework

The figure 2 below shows that, the independent variable, ‘institutional constraints’ has a great influence on the achievement of the dependent variable, “gender mainstreaming”. The lack of political goodwill, such as in, lack of proper awareness of the institutional leaders on gender mainstreaming slows down the achievement of gender equality and the eventual gender mainstreaming goals. The poor implementation of existing policies on gender mainstreaming contributes towards women being left in low paying jobs and therefore earning low salaries, keeping them poor. Patriarchy systems have inspired male dominated boards of directors that have not been fair to the promotion of women to better paying positions in the institutions.

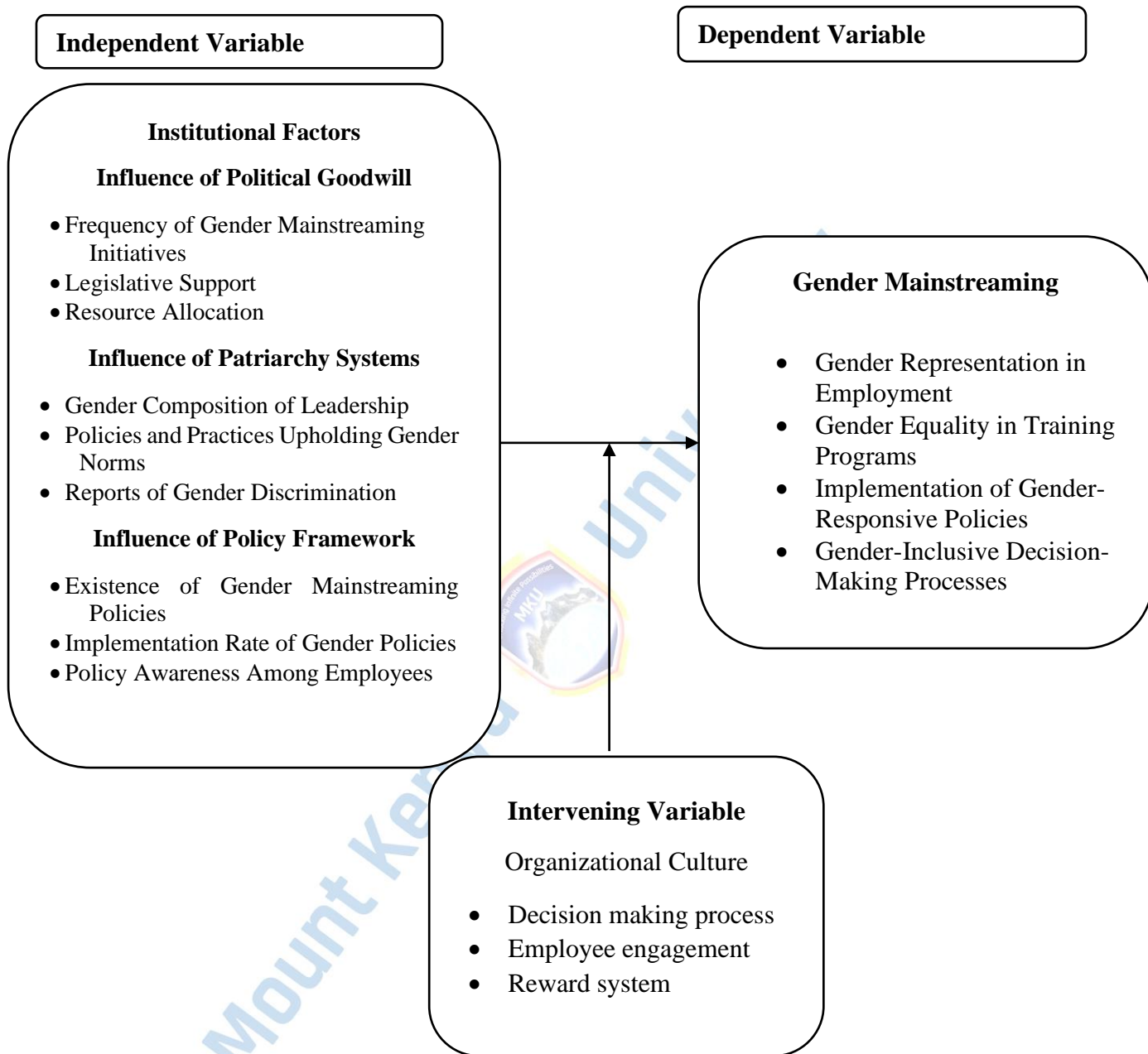


Figure 2: Conceptual Framework.

Source, Researcher (2023).

2.5 Research Gaps

There exists a knowledge gap in gender mainstreaming in county government of Kenya. Very few studies have been conducted at the national government level on gender mainstreaming. This study will bridge that knowledge that exists on gender mainstreaming in county governments in Kenya with the specific target of Bungoma County government. Several studies (Wambui, 2013; Ministry of Labour, Social Security and Services, 2016) have pointed out the weak implementation of gender mainstreaming policies. However, there is limited research identifying the specific bottlenecks in the process of policy implementation. A deeper exploration of institutional structures, cultural resistance, and other barriers could significantly contribute to understanding the 'why' behind poor implementation. The existing literature (Ryan, 2007; Erlank, 2005) acknowledges the lack of effective empowerment efforts despite constitutional provisions. However, there is a noticeable gap in studies analyzing the factors inhibiting these initiatives and identifying effective empowerment strategies.

2.6 Summary of Literature

The researcher has identified the contributions by other authors on the topic and has broadened the understanding into the issues that exist by identifying the research gaps. Firstly, it highlights the disparity between policy and practice. Existing policies are supportive of gender mainstreaming, with the Republic of Kenya's Constitution of 2010 explicitly affirming gender equality and prohibiting discrimination. However, the implementation of these policies has been underwhelming, with many women still occupying low-paying jobs and experiencing institutional neglect (Ministry of Labour, Social Security and Services, 2016; Wambui, 2013). Secondly, the literature points to the lack of respect and recognition for women in the workplace, even when constitutional provisions mandate equal rights (Meghan, 2014). This situation suggests a pervasive culture of gender bias that existing legislation and policies have not yet overcome. Thirdly, a significant challenge identified in the literature is the lack of

effective empowerment initiatives (Erlank, 2005; Ryan, 2007). Despite constitutional provisions for compensation and affirmative action, few tangible efforts have been made to empower women in lower-income positions. Additionally, corruption and the misuse of funds meant to combat gender inequality have also been identified as significant barriers to gender mainstreaming (Ronald, 2014; UNDP, 2008). These factors stymie the success of initiatives such as the National Gender and Equality Commission and the Women Enterprise Fund.

Finally, the literature acknowledges the disparity in the application of international policy recommendations and their local implementation. There appears to be a gap between the intentions of policies endorsed by bodies like the European Parliament and their actual realization in local contexts (Ryan, 2007; European Parliament, 2015). In summary, while policies and constitutional provisions supporting gender mainstreaming exist, a gap remains between these policies and their practical implementation. There is an urgent need for more research into the underlying factors contributing to this gap, along with the identification of effective strategies to address these challenges.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter will look at the methodology, study location, research design, research instruments, and validity and reliability methods used for the research. It will also touch on the target population, sampling procedures, methods of data collection and data analysis procedures among others.

3.2 Research Methodology

The study incorporated qualitative and quantitative research approaches using a mixed-method approach, which allowed for a thorough examination of the numerous elements impacting gender mainstreaming initiatives. This methodological decision helped to capture a variety of viewpoints and aspects linked to the goals of the study. A descriptive research design was used in the study. The efficiency of this design in offering a thorough analysis of the gender mainstreaming phenomenon without requiring the manipulation of variables led to its selection. Using this strategy was essential for obtaining detailed, contextual information about the obstacles and enablers of gender mainstreaming in the target ministries. The study examined the subtleties of political goodwill, the widespread impact of an institutional culture founded on patriarchy, and the efficacy of current policy frameworks through both formal face-to-face interviews and passive observations. This qualitative element was essential in revealing the organizational culture's underlying dynamics that either support or impede gender mainstreaming. Employees of the ministry were given self-administered questionnaires to supplement the qualitative insights. These tools were created to quantify the degree of awareness and the extent to which gender mainstreaming policies are being implemented. The addition of quantitative data improved the study's overall validity and dependability by giving

a statistical foundation on which to support or refute the qualitative conclusions. A thorough examination of the topic was made possible by the combination of these approaches. The study mapped out the current condition of gender mainstreaming in Bungoma County's ministries and highlighted prospective avenues for improving gender equality measures by triangulating data from both qualitative and quantitative sources. Thus, a thorough, multifaceted investigation of the variables impacting gender mainstreaming was ensured by the mixed-method approach, paving the way for focused suggestions and suggesting directions for further study in the area.

3.3 Location of The Study

The research was conducted in Bungoma County, a region that offers a fertile ground for investigating the challenges and opportunities associated with gender mainstreaming. According to Knoema (2021), Bungoma County (*See Appendix VII*), is divided into 9 constituencies, 45 County ward assemblies, 85 locations, and 83 sub-locations, forming a representative sample for data collection. Bungoma County is characterized by a semi-urban environment and has lagged in economic development compared to more urbanized areas like Nairobi. This economic context is particularly pertinent as it offers unique challenges to gender mainstreaming initiatives. The county grapples with a high unemployment rate among women aged 18-55 years, highlighting the urgency of implementing gender-responsive policies (Knoema, 2021). Furthermore, the underdevelopment of the region suggests that there may be additional institutional issues that could affect gender mainstreaming, making the county a compelling case study. The socio-cultural fabric of Bungoma County is equally crucial for this study. Like many regions in Kenya, Bungoma is not immune to the pervasive influence of patriarchal norms and traditions. These deep-rooted beliefs often find their way into institutional cultures, becoming a significant barrier to effective gender mainstreaming. Investigating how patriarchy-based institutional culture affects gender mainstreaming policies

in a setting that may already be predisposed to gender biases can provide valuable insights. Moreover, Bungoma County has not been as extensively researched as other regions like Nairobi when it comes to gender mainstreaming. This research gap further underscores the need for this study, as it will contribute not only to the academic discourse but also offer data-driven insights that could be instrumental in policy formulation and implementation at the county level.

3.4 Target Population

A population can be referred to the entire set of relevant units if analysis, or data. It can also be referred to as the “aggregated of all cases that conform to some designated set of specifications” (Chein, 1982). The target population was from Bungoma County, Kenya. Five out of nine County Ministries were purposively selected that is, the Ministry of Health, Ministry of Road, Ministry of Agriculture, Ministry of Education and Ministry of Gender. The Office of the Chair of Gender Affairs Committee at the Bungoma County Assembly and the Office of the Bungoma County Women representative also formed part of the target population. The total target population was 2500 employees of the above listed Ministries and office of interest to this study. They were composed of both male and female employees. They were people within the age of majority in Kenya (above 18 years).

Table 1: Target Population

County Ministries	Total Employees	Percentage
Ministry of Health	1000	40
Ministry of Transport	200	8
Ministry of Agriculture	500	20
Ministry of Education	500	20
Ministry of Gender	300	12
Total	2,500	100

Source (Bungoma CoG HRM, 2021)

3.5 Sampling Procedure

The sampling procedure was stratified sampling. The target population was not homogenous making this the best method to attain a sample population. The sampling technique allowed for the placing of respondents into strata that will help in the calculation of a specific sample size, (Mugenda & Mugenda, 2003). The researcher used purposive sampling to select key informant interview respondents.

The researcher used the formula;

$$n = \frac{z^2 \times \hat{p}(1 - \hat{p})}{\varepsilon^2}$$

Where; z is the z score (1.65), ε is the margin of error (5%), N is the population size, \hat{p} is the population proportion (0.05). The z score is out of a confidence level of 90%.

Thus;

$$n = \frac{1.65^2 \times 0.5(1-0.5)}{0.05^2} = 246 \text{ respondents}$$

These was taken from the selected Ministries in Bungoma County, including: the Ministry of Health, Ministry of Road, Ministry of Agriculture, Ministry of Education and Ministry of Gender. of Gender. Key informant interview respondents were Bungoma County Women representative and the Chair of Gender and Affairs Committee in Bungoma County Assembly.

3.6 Sample Size

The sample size was drawn from the target population using a formula. They offered enough data to generalize the finding to the rest of the Bungoma County ministries as regards the status of women in Bungoma County. The sample size also included target offices with a special

interest to the issue of gender of mainstreaming. These were important to include as they gave valuable data on the status of women in the county government.

Table 2: Sample Size

County Ministries	Total Employees	Sample Size	Percentage
Ministry of Health	1000	98	40
Ministry of Transport	200	20	8
Ministry of Agriculture	500	49	20
Ministry of Education	500	49	20
Ministry of Gender	300	30	12
Total	2,500	246	100

Source, Researcher (2021)

3.7 Research Instruments

There were three major research tools, these being; document review, key informant interviews, questionnaires. Some of them offered qualitative data whereas others offered quantitative data. These instruments were chosen because they offer the best collection methods of data for this research which is a mixed method research, (Mugenda & Mugenda, 2003).

3.7.1 Questionnaires

The questionnaires (*See Appendix V*) featured closed and open-ended questions so as to not limit the respondents nor lead them on by always giving them direct answers, plus, the data given will be both qualitative and quantitative, (Creswell, 2009). The advantage of this is that it will allow for the data collected to be wide and more informative. There was no sensitive personal information needed from the respondents rather just their opinions on the independent (institutional constraints) and the dependent variable (gender mainstreaming). The questionnaire was issued to staff working in the selected ministries as it was effective to issue to more people at the same time and collect later.

The purpose for choosing the close-ended and open-ended questionnaires is that, they allowed for freedom of the respondent to answer as they please, (Creswell, 2009). They also broke the monotony of repetitive formats in the questionnaires which may get boring for the respondents. The questionnaires were a convenient data collection tool because they were administered to a large number of people and collected later, (Mugenda & Mugenda, 2003).

The answers given on questionnaires were easy to verify when pilot study was done on respondents to test for reliability. Perhaps the major reason for choosing questionnaires is that, they covered a wide range of data in a single document with numbered questions, shortening the time that it would have taken to carry out a face-to-face interview. The construction of the questionnaires was sectionalized. The first section was about the introduction of the researcher followed by background information of the respondent. All sensitive personal data was excluded in the questionnaire. The proceeding sections featured the objectives of study with questions coming from the sub-themes resulting from these objectives of study. The questionnaires targeted staff from the five ministers; health, transport, agriculture, education and gender.

3.7.2 Key Informant Interviews

The key informant interviews (*See Appendix VI*) were used to collect qualitative data. The purpose for choosing the key informant interviews is that, they are direct and straight to the point, asking questions based on the objectives of study, (Guest & MacQueen, 2007). They were useful because they allow respondents to state what they know about the phenomenon under study exploiting as much background information as they can give, (Guest & MacQueen, 2007). The construction of the key informant interviews featured 9 questions descending from the objectives of study. The resulting sub-variables from the objectives helped formulate the questions. All these questions were easily presented to allow for an easier understanding by the respondents. They were applied to the offices of the Chair of Gender and Affairs Committee

in the County Assembly and the office Bungoma County Women representative. These were offices of interest to this study and had a direct role in holding other Ministries accountable in implementing gender mainstreaming policies in Bungoma County.

3.8 Piloting of Research Instruments

The researcher conducted a pilot test on about 24 respondents (10% of the sample size). There was a piloting of the questionnaire issued to the respondents just to ensure that all will be well during the day of real data collection. Short interviews were also done to 2 respondents in order to test the reliability and validity of the tools of data collection. The pilot study was conducted in Kakamega County government.

3.9 Testing for Validity and Reliability

To maintain the integrity of the study's findings, a comprehensive examination was conducted of the validity and reliability of the research instruments, particularly the questionnaire. Following Mugenda & Mugenda's recommendations, a thorough pre-testing and pilot testing procedure was put into place (2003). Through this procedure, the questionnaire was improved to make sure the questions measured the relevant constructs objectively, clearly, and with accuracy. Additionally, it reduced responder tiredness, which could have lowered the caliber of the information gathered. The study used content validity methods to improve the questionnaire's validity, making sure that all pertinent issues were covered in a thorough manner about gender mainstreaming within the framework of Bungoma County government ministries. In order to further refine the emphasis and applicability of the study, expert reviews were requested to evaluate and enhance the alignment of the questionnaire items with the study's objectives.

A test-retest technique was used to evaluate reliability, in which a small sample of the target population was given the questionnaire twice. By using this method, it was possible to assess the replies' consistency over time and obtain a reliability coefficient that showed how stable the instrument was. Interviews added a qualitative element to the study's validity and reliability issues, complementing the quantitative data from questionnaires. A standardized set of questions was created, consisting of a combination of open-ended and specifically vetted questions, to guarantee the validity of interview data. As a validity check, the inclusion of a generic question that any manager should be able to answer evaluated the respondent's knowledge and reliability on the topic. The combination of structured and open-ended interview questions not only enhanced the quality of the data gathered but also provided confirmation of the questionnaire results, increasing the overall credibility of the study's conclusions.

3.10 Data Collection Procedures

The data was collected in two different visitations to the target location. The first day was a pilot study to issue out at least a few questionnaires and familiarize with the area. The second visit was to distribute the questionnaires to the respondents and leave them to be answered for at least two days. A research assistant was available to help with monitoring and receive the filled in questionnaires on the behalf of the researcher at a designated point. The next activity was to secure meetings with the three county representatives and have face to face interviews with them using the key informant interview guide discussed above. At least 20 minutes were accorded to each interview. All three interviews took place on the same day, one being in the morning, the next one in the afternoon and the final one in the evening.

3.11 Data Analysis Procedures

The study employed Statistical Package for the Social Sciences (SPSS) Version 26 for a robust and comprehensive analysis of the collected data. The analysis was conducted in two main phases to honor the mixed-method approach of the research. For the qualitative data, content analysis was utilized to systematically examine and interpret the textual information gathered from the respondents. This method allowed for categorization of responses into themes, sub-themes, and patterns, thereby providing a nuanced understanding of the subjects' perceptions and opinions. The quantitative data were analyzed using various statistical measures, including means and percentages. These techniques were used to summarize the central tendencies and distribution of responses, offering a quantitative insight into the prevalence of particular views or experiences among the study participants.

3.12 Ethical Considerations

The researcher ensured that he has received the approval for data collection from the university this being, Mount Kenya University. The researcher therefore got a letter of ethical approval (*See Appendix II*) and introduction (*See Appendix I*) from the university research authority and used it to apply for the national approval from National Commission for Science, Technology and Innovation (NACOSTI) (*See Appendix III*). The researcher ensured that all participants are informed of their right to participate and even withdraw halfway, the researcher ensured that participants are only those who have consented taking part on the research and that they were aware why the research is being conducted. The questionnaire did not feature inquiries on respondents' names and ID cards. No one was coerced into giving information. All results were kept confidential and only released to the relevant body of authority being Mount Kenya University. The study was conducted in compliance to study site rules and all documents were shown before conducting the study.

CHAPTER FOUR

DATA PRESENTATION ANALYSIS AND DISCUSSION

4.1 Introduction

This chapter serves as a section for the presentation, analysis, and interpretative discussion of the data gathered during the study. It aims to systematically unpack the layers of information collected, shedding light on the institutional factors that influence gender mainstreaming in selected Bungoma County government ministries. By marrying qualitative and quantitative methods, this chapter offers an in-depth, multi-dimensional view of the issue at hand, thus providing an understanding that aligns with the study's objectives.

4.2 Demographic Data

The study collected demographic information from the respondents, including their gender, age, educational attainment, and the specific department or ministry they were associated with. This was done to provide context and to better understand the relationships between these variables and the study's key research questions on gender mainstreaming.

4.2.1 Gender

Table 3: Gender

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Male	108	62.1	62.1	62.1
Female	66	37.9	37.9	100.0
Total	174	100.0	100.0	

Source, Researcher (2023)

The study had 108 male participants and 66 female participants. The study had a higher representation of males (62%) than females (38%). The data indicates that there is a higher representation of males in the study, which potentially skew the findings towards male

perspectives, especially on issues of gender mainstreaming. This skewed representation is indicative of the barriers women face in participating even in studies that directly impact them.

4.2.2 Age Bracket

Table 4:Age Bracket

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 40-50	55	31.6	31.6	31.6
30-40	53	30.5	30.5	62.1
20-30	36	20.7	20.7	82.8
Above 50	30	17.2	17.2	100.0
Total	174	100.0	100.0	

Source, Researcher (2023)

The study asked the age bracket of the respondents and found that 55 were between 40-50, 53 were between 30-40, 36 were between 20-30 while 30 were above 50. The largest group of respondents fell within the 40-50 age bracket, with 55 participants. This represents approximately 31.6% of the total sample size. The second largest group were those between the ages of 30-40, with 53 participants. This represents about 30.5% of the total respondents. The third group, those between 20-30 years old, consisted of 36 participants, accounting for roughly 20.7% of the total. The smallest group was those aged above 50, with 30 participants, representing about 17.2% of the total sample size. The age groups 20-30 and above 50 are the least represented. Their under-representation means that the study could be missing out on valuable insights from both younger people who may have more progressive views on gender roles and older individuals who might have more traditional views.

4.2.3 Level of Education

Table 5:Level of Education

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Diploma	114	65.5	65.5	65.5
Degree	13	7.5	7.5	73.0
Higher Diploma	28	16.1	16.1	89.1
Certificate	16	9.2	9.2	98.3
Master's	3	1.7	1.7	100.0
Total	174	100.0	100.0	

Source, Researcher (2023)

The study asked the respondents about their level of education and found that 114 had diploma, 13 had degree, 28 had a higher diploma, 16 had a certificate and 3 had a master's level. The majority of respondents, 114 out of 174 (approximately 65.5%), had attained a diploma. This shows that most participants have received some form of post-secondary education. About 16.1% of respondents had a higher diploma. This could suggest that a sizeable portion of the participants have sought further specialization or skill development beyond a standard diploma. Roughly 7.5% held a degree, about 9.2% of respondents had a certificate and approximately 1.7%), had achieved a master's level education. This shows a very low representation of individuals with advanced degrees in the study sample.

4.3 Department in the County Government

Table 6:County Department


	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Ministry of Health	59	33.9	33.9	33.9
Ministry of Agriculture	50	28.7	28.7	62.6
Ministry of Transport	23	13.2	13.2	75.9
Ministry of Education & Gender	42	24.1	24.1	100.0
Total	174	100.0	100.0	

Source, Researcher (2023)

On the distribution of ministries, 59 came from ministry of health, 50 came from the agriculture ministry, 23 came from the ministry of transport while 42 came from the ministry of gender and education. About 33.9% came from the Ministry of Health, 28.7% from the Agriculture Ministry, 13.2% from the Ministry of Transport, and 24.1% from the Ministry of Gender and Education. The distribution of participants gives an indication of where human resources are allocated within the county government. Ministries with more employees such as health, agriculture and transport have more complex organizational structures that could either facilitate or inhibit gender mainstreaming. Conversely, smaller ministries may find it easier to enact changes quickly, but they may also face challenges related to limited resources.

4.4 Reliability Test

Table 7: Reliability Test



Reliability Statistics	
Cronbach's	
Alpha	N of Items
.744	23

Source, Researcher (2023)

The study found a Cronbach's alpha of 0.744. An alpha of 0.744 suggests acceptable reliability. This indicates that the items or variables used in the study to measure a given construct are fairly consistent in their results - that is, they are all measuring the same underlying construct.

4.5 Descriptive Statistics

The study employed a 5-point Likert scale questionnaire to gauge the opinions and perspectives of the respondents. This method allowed for a comprehensive assessment of attitudes and beliefs related to the research topic.

4.5.1 Political Goodwill and Gender Mainstreaming

4.5.1.1 The Political Leadership and Gender Mainstreaming.

Table 8: The political leadership and gender mainstreaming.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	12	6.9	6.9	6.9
Agree	14	8.0	8.0	14.9
Undecided	1	.6	.6	15.5
Disagree	44	25.3	25.3	40.8
Strongly Disagree	103	59.2	59.2	100.0
Total	174	100.0	100.0	

Source, Researcher (2023)

From the responses on the statement, the political leadership in Bungoma County government is committed to gender mainstreaming, 6.9% selected strongly agree, 8% selected agree, 0.6% were undecided, 25.3% selected disagree while 59.2% selected strongly disagree. On the scale only a small proportion of respondents seem to perceive a strong commitment towards gender mainstreaming from the political leadership. Combined, that's only 14.9% of respondents who agree to some degree with the statement. In contrast, a substantial majority of respondents disagree with the statement. A total of 84.5% of respondents disagree to some degree with the statement. A very small proportion (0.6%) were undecided. The data clearly shows a significant lean towards disagreement with the idea that the political leadership in Bungoma County government is committed to gender mainstreaming. Based on the responses, there seems to be a prevailing sentiment among respondents that the political leadership in Bungoma County government lacks a strong commitment to gender mainstreaming.

4.5.1.2 Political Will and Gender Mainstreaming Policies

Table 9: Political Will and Gender Mainstreaming Policies

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	15	8.6	8.6	8.6
Agree	17	9.8	9.8	18.4
Undecided	2	1.1	1.1	19.5
Disagree	56	32.2	32.2	51.7
Strongly Disagree	84	48.3	48.3	100.0
Total	174	100.0	100.0	

Source, Researcher (2023)

From the responses on the statement, there is political will to enforce gender mainstreaming policies in Bungoma County government, 8.6% strongly agreed, 9.8% agreed, 1.1 were undecided, 32.2% disagreed while 48.3% strongly disagreed. The combined total of respondents who either 'Agree' or 'Strongly Agree' with the statement is 18.4%, indicating a relatively low perception of political will to enforce gender mainstreaming policies in the Bungoma County government. On the other hand, those who 'Disagree' or 'Strongly Disagree' total 80.5%, a significant majority, suggesting a prevalent sentiment that the political will to enforce gender mainstreaming policies in Bungoma County government is lacking. A minor 1.1% remain 'Undecided', suggesting that almost all respondents have a firm opinion on this matter. The perception among a majority of respondents is that there is a lack of political will in the Bungoma County government to enforce gender mainstreaming policies. This sentiment is held by a significant majority (80.5%) of respondents, indicating a serious concern that needs addressing.

4.5.1.3 The Political Environment and Gender Equality.

Table 10: The political environment and gender equality.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	54	31.0	31.0	31.0
Agree	53	30.5	30.5	61.5
Undecided	13	7.5	7.5	69.0
Disagree	37	21.3	21.3	90.2
Strongly Disagree	17	9.8	9.8	100.0
Total	174	100.0	100.0	

Source, Researcher (2023)

From the responses on the statement, the political environment in Bungoma County government supports gender equality, 31% strongly agreed, 30.5% agreed, 7.5% were undecided, 21.3% disagreed while 9.8% strongly disagreed. The combined total of respondents who either 'Agree' or 'Strongly Agree' with the statement is 61.5%, suggesting that a majority of respondents perceive that the political environment in Bungoma County government supports gender equality. Conversely, those who 'Disagree' or 'Strongly Disagree' total 31.1%, which is a significant portion, but notably smaller than the percentage that agrees. A small segment, 7.5%, remains 'Undecided', which is larger than in the previous statements but still represents a minority of respondents. According to the data, the majority of respondents (61.5%) perceive that the political environment in Bungoma County government does support gender equality. This is a positive finding, as it suggests that the overall political environment is seen as being conducive to gender equality.

4.5.1.4 Political Leaders and Gender Mainstreaming.

Table 11: Political leaders and gender mainstreaming.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	69	39.7	39.7	39.7
Agree	30	17.2	17.2	56.9
Undecided	11	6.3	6.3	63.2
Disagree	34	19.5	19.5	82.8
Strongly Disagree	30	17.2	17.2	100.0
Total	174	100.0	100.0	

Source, Researcher (2023)

From the responses on the statement, political leaders in Bungoma County government actively promote gender mainstreaming, 39.7% strongly agreed, 17.2% agreed, 6.3% were undecided, 19.5% disagreed while 17.2% strongly disagreed. Over half of the respondents (56.9%) perceive that political leaders in Bungoma County government actively promote gender mainstreaming. Over a third of respondents (36.7%) do not perceive political leaders as actively promoting gender mainstreaming. A small proportion, 6.3%, remains 'Undecided', which is less than the undecided proportion in the previous statements, indicating that most respondents have a clear opinion on this matter. The majority of respondents (56.9%) believe that political leaders in Bungoma County government actively promote gender mainstreaming.

4.5.1.5 The Political Climate and Decision-Making Processes

Table 12: The political climate and decision-making processes

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	2	1.1	1.1	1.1
Agree	11	6.3	6.3	7.5
Undecided	39	22.4	22.4	29.9
Disagree	73	42.0	42.0	71.8
Strongly Disagree	49	28.2	28.2	100.0
Total	174	100.0	100.0	

Source, Researcher (2023)

From the responses on the statement, the political climate in Bungoma County government encourages the participation of all genders in decision-making processes, 1.1% strongly agreed, 6.3% agreed, 22.4% were undecided, 42% disagreed while 28.2% strongly disagreed. The combined total of respondents who either 'Agree' or 'Strongly Agree' with the statement is a meager 7.4%. This suggests a very low perception that the political climate in Bungoma County government encourages the participation of all genders in decision-making processes. In stark contrast, a 70.2%, a strong majority, indicate a prevalent sentiment of a lack of encouragement for gender participation in decision-making within the political climate of Bungoma County government. A substantial 22.4% of respondents remain 'Undecided'. This relatively high figure might point to a level of uncertainty or lack of information about this issue among respondents. The predominant perception among respondents is that the political climate in Bungoma County government does not encourage the participation of all genders in decision-making processes. Given that over two-thirds of respondents disagree with this statement, there appears to be significant room for improvement in the inclusivity of decision-making processes.

4.5.2 Patriarchy Based Institutional Culture and Gender Mainstreaming

4.5.2.1 The Institutional Culture and Patriarchal Norms

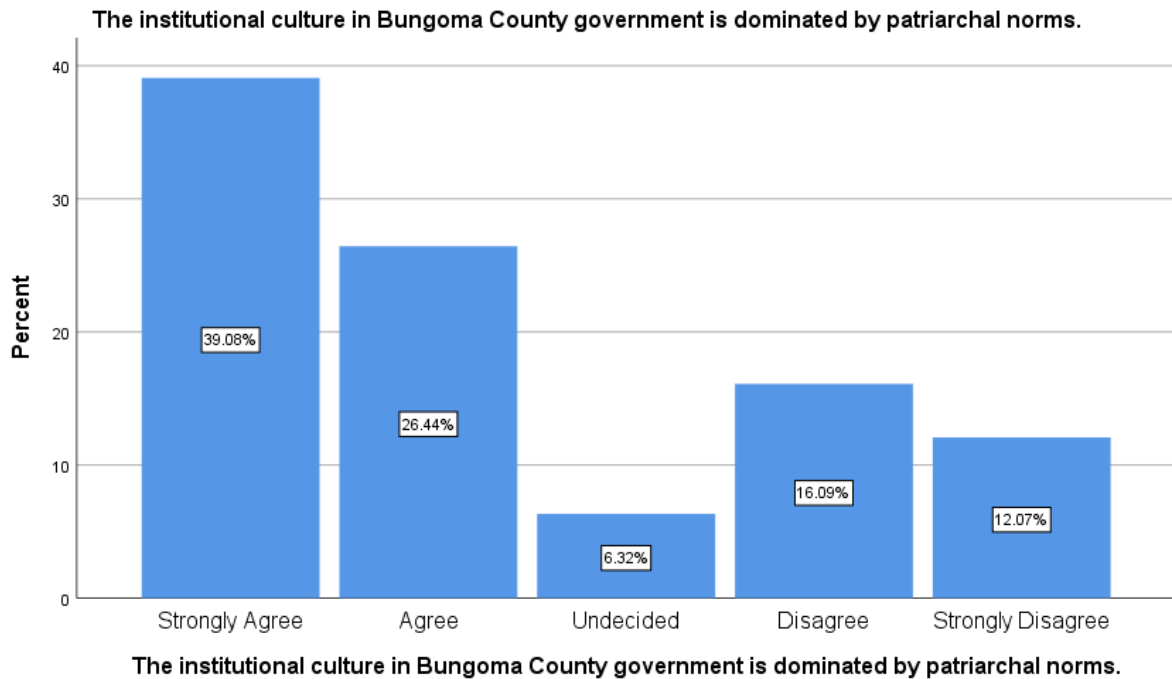


Figure 3: The institutional culture and patriarchal norms

Source, Researcher (2023)

On the statement that the institutional culture in Bungoma County government is dominated by patriarchal norms, 39.08% strongly agreed, 26.44% agreed, 6.32% were undecided, 16.09% disagreed while 12.07% strongly disagreed. A significant majority of respondents (65.52%) perceive that the institutional culture in Bungoma County government is dominated by patriarchal norms. This is in contrast, to a total of 28.16%, which is a significant portion but substantially smaller than the percentage that agrees. A small segment of 6.32% remain 'Undecided', suggesting that most respondents have a firm opinion on this matter. The majority of respondents perceive that the institutional culture in Bungoma County government is heavily influenced by patriarchal norms. This indicates that there may be systemic biases within the institution that could hinder efforts towards gender mainstreaming.

4.5.2.2 Patriarchal Norms and Gender Mainstreaming.

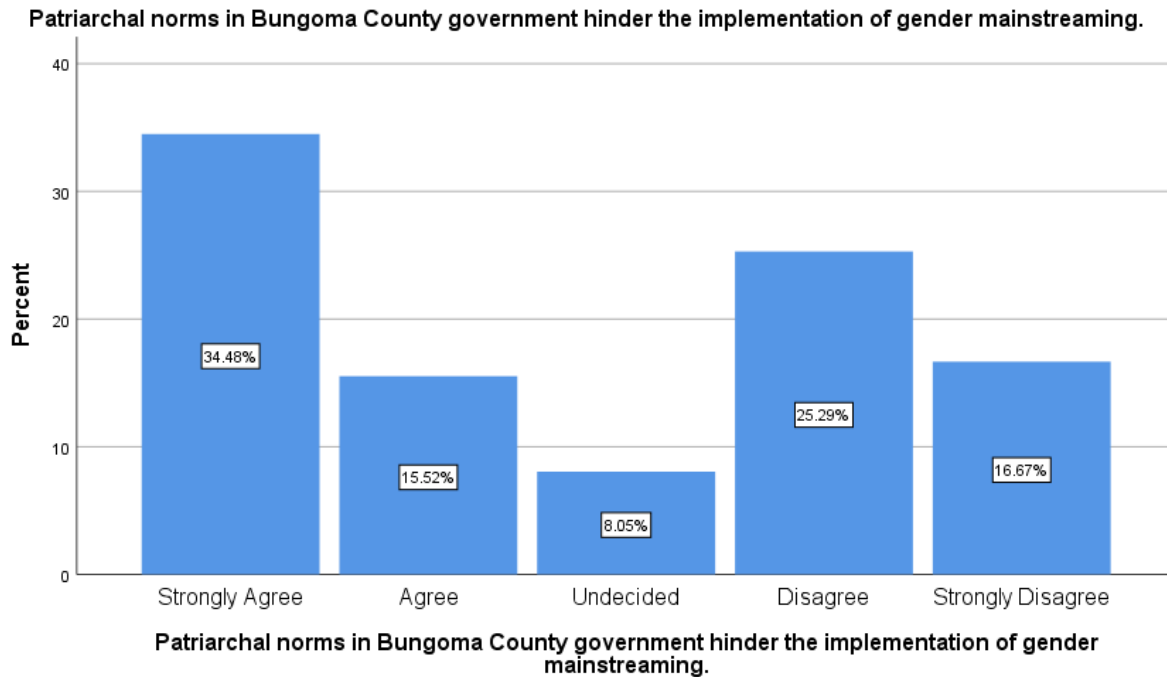


Figure 4: Patriarchal norms and gender mainstreaming.

Source, Researcher (2023)

On whether patriarchal norms in Bungoma County government hinder the implementation of gender mainstreaming, 34.48% strongly agreed, 15.52% agreed, 8.05% were undecided, 25.29% disagreed while 16.67% strongly disagreed. A half of the respondents (50%) perceive patriarchal norms as an obstacle to the implementation of gender mainstreaming in Bungoma County government. A total 41.96%, suggesting, a substantial portion of respondents do not see patriarchal norms as a hindrance to gender mainstreaming. The remaining 8.05% are 'Undecided', indicating a level of uncertainty or lack of information among these respondents about this issue. The data suggests a relatively split perspective among respondents, with half of them perceiving patriarchal norms as a barrier to gender mainstreaming in Bungoma County government.

4.5.2.3 The Institutional Culture and Gender Equality.

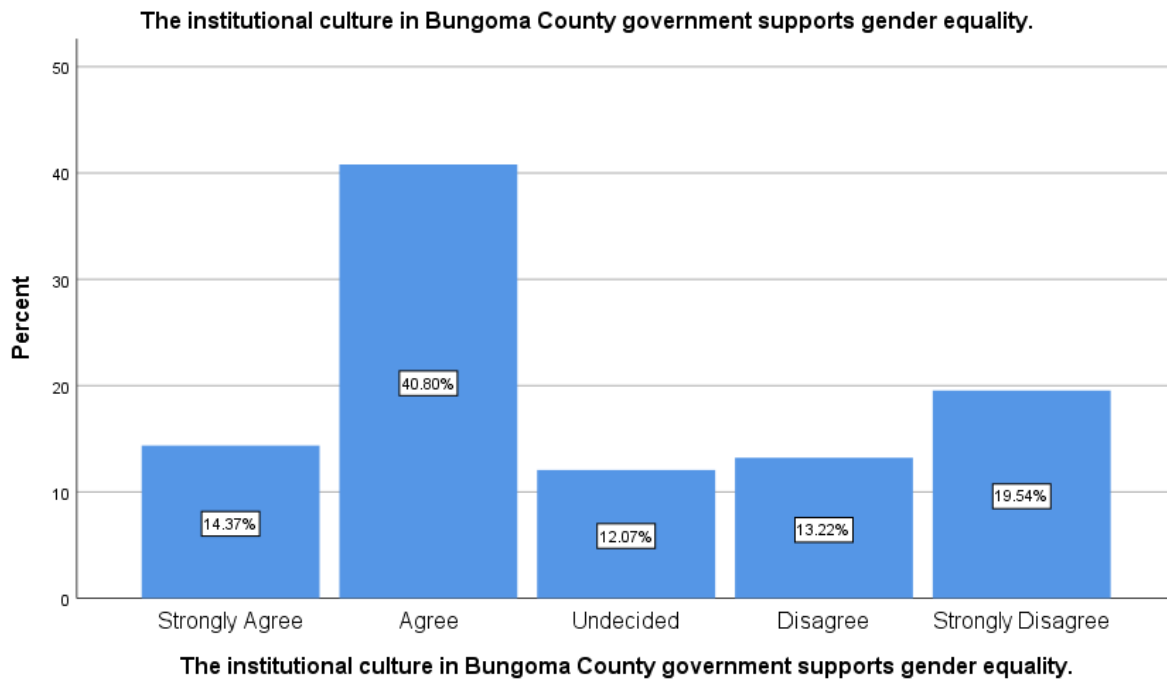


Figure 5: The institutional culture and gender equality.

Source, Researcher (2023)

On whether the institutional culture in Bungoma County government supports gender equality, 14.37% strongly agree, 40.80% agree, 12.07% were undecided, 13.22% disagreed while 14.04% strongly disagreed. The majority of respondents (55.17%) perceive that the institutional culture in Bungoma County government does support gender equality. Over a quarter of respondents do not see the institutional culture as supportive of gender equality. The remaining 12.07% are 'Undecided', indicating a level of uncertainty or lack of information about this issue among these respondents. A majority of respondents perceive the institutional culture in Bungoma County government as supportive of gender equality.

4.5.2.4 Effort to Challenge Patriarchal Norms

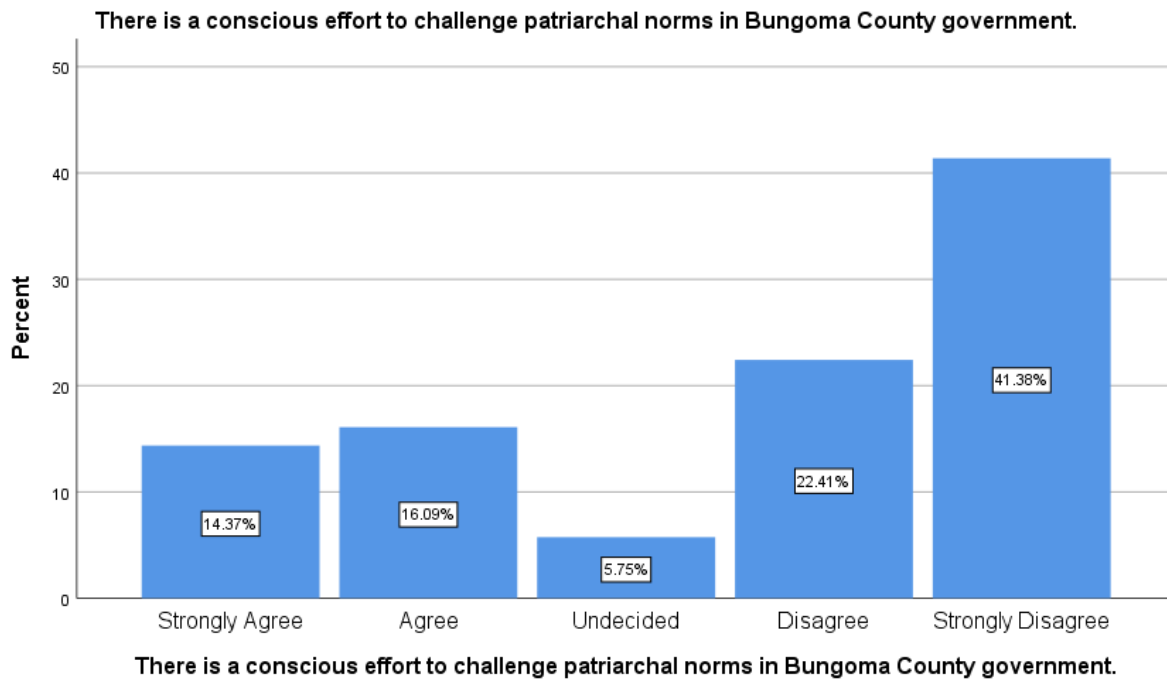


Figure 6: Efforts to challenge patriarchal norms

Source, Researcher (2023)

On whether there is a conscious effort to challenge patriarchal norms in Bungoma County government, 14.37% strongly agreed, 16.09% agreed, 5.75% were undecided, 22.41% disagreed while 41.38% strongly disagreed. This suggests that under one-third of the respondents (30.46%) perceive that there is a conscious effort to challenge patriarchal norms in the Bungoma County government. In contrast, a total of 63.79%, a strong majority, show a widespread sentiment that there is not a substantial effort to challenge patriarchal norms. A small segment of 5.75% of the respondents are 'Undecided', suggesting most respondents have a definite viewpoint on this matter. The data suggests that the majority of respondents perceive a lack of conscious effort to challenge patriarchal norms in Bungoma County government. This perception may present a significant hurdle to achieving gender mainstreaming and equality in the County.

4.5.2.5 The Institutional Culture and Decision-Making Processes.

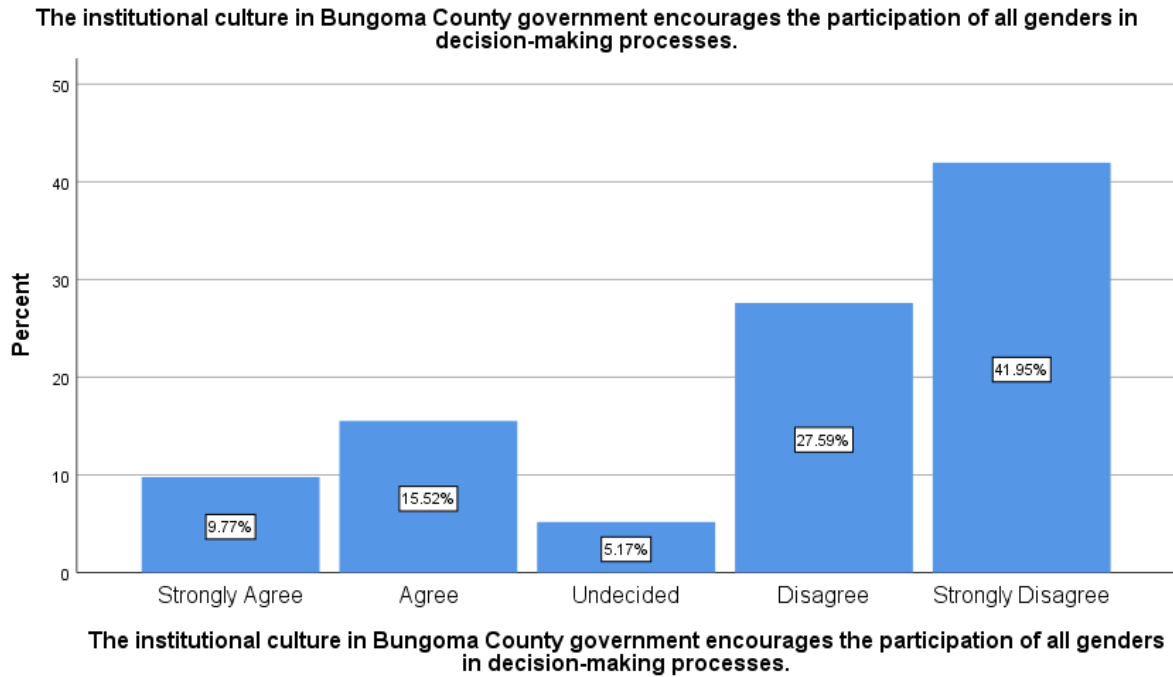


Figure 7: The institutional culture and decision-making processes.

Source, Researcher (2023)

On whether the institutional culture in Bungoma County government encourages the participation of all genders in decision-making processes, 9.77% strongly agreed, 15.52% agreed, 5.17% were undecided, 27.59% disagreed while 41.95% strongly disagreed. Only about a quarter of the respondents (25.29%) perceive that the institutional culture in Bungoma County government encourages the participation of all genders in decision-making processes. In contrast, a total of 69.54%, a significant majority believe that the institutional culture does not encourage inclusive participation in decision-making processes. A small percentage (5.17%) of the respondents are 'Undecided', suggesting that most respondents have a clear opinion on this issue. A large majority of respondents do not perceive the institutional culture in Bungoma County government as encouraging the participation of all genders in decision-making processes. This perception indicates that there may be structural or cultural barriers to inclusive participation, potentially hindering the effectiveness of gender mainstreaming efforts.

4.5.3 Policy Framework and Gender Mainstreaming

4.5.3.1 The Policy Framework and Gender Mainstreaming

Table 13: The policy framework and gender mainstreaming

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	92	52.9	52.9	52.9
Agree	59	33.9	33.9	86.8
Undecided	9	5.2	5.2	92.0
Disagree	14	8.0	8.0	100.0
Total	174	100.0	100.0	

Source, Researcher (2023)

On whether the policy framework in Bungoma County government supports gender mainstreaming, 52.9% strongly agreed, 33.9% agreed, 5.2% were undecided, 8% disagreed. A significant proportion of respondents, 86.8% perceive that the policy framework in Bungoma County government supports gender mainstreaming. This suggests a widespread belief that the policies in place are supportive of efforts to ensure gender equality. On the other hand, a relatively small proportion of respondents (8%) 'Disagree' with the statement, indicating that they do not believe the policy framework supports gender mainstreaming. A minority of 5.2% of the respondents are 'Undecided', indicating that they may not have sufficient knowledge or information to form an opinion on this matter. The overwhelming majority of respondents perceive that the policy framework in Bungoma County government is supportive of gender mainstreaming. This shows that the policies in place are recognized and seen as beneficial for promoting gender equality.

4.5.3.2 Policies and Gender Mainstreaming

Table 14: Policies and gender mainstreaming

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	118	67.8	67.8	67.8
Agree	29	16.7	16.7	84.5
Undecided	8	4.6	4.6	89.1
Disagree	19	10.9	10.9	100.0
Total	174	100.0	100.0	

Source, Researcher (2023)

On whether there are clear policies on gender mainstreaming in Bungoma County government, 67.8% strongly agreed, 16.7% agreed, 4.6% were undecided, 10.9% disagreed. A substantial proportion of respondents, 84.5% believe that there are clear policies on gender mainstreaming in Bungoma County government. This indicates a strong consensus that policies regarding gender mainstreaming are well-defined and comprehensible. Conversely, a smaller proportion of respondents (10.9%) 'Disagree' with the statement, suggesting they do not perceive the policies on gender mainstreaming as clear or understandable. A minority of 4.6% of respondents are 'Undecided', indicating that they may lack sufficient information or understanding to form an opinion on this matter. The vast majority of respondents perceive the policies on gender mainstreaming in Bungoma County government as clear and well-defined. This is a positive finding as it indicates that the policies are recognized and comprehensible to the majority.

4.5.3.3 The Policy Framework and Gender Mainstreaming.

Table 15: The policy framework and gender mainstreaming.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	5	2.9	2.9	2.9
Agree	14	8.0	8.0	10.9
Undecided	2	1.1	1.1	12.1
Disagree	63	36.2	36.2	48.3
Strongly Disagree	90	51.7	51.7	100.0
Total	174	100.0	100.0	

Source, Researcher (2023)

On whether the policy framework in Bungoma County government is effectively implemented to promote gender mainstreaming, 2.9% strongly agreed, 8% agreed, 1.1% were undecided, 36.2% disagreed while 51.7% strongly disagreed. In stark contrast to the previous two statements, a significant majority of respondents, 88% do not perceive the policy framework in Bungoma County government to be effectively implemented in promoting gender mainstreaming. This shows a disconnect between policy formulation and implementation, suggesting that while policies may exist and be well understood, their implementation is not perceived as effective. On the other hand, a small percentage of respondents (10.9%) perceive the policy framework as effectively implemented. A marginal group of respondents (1.1%) are 'Undecided', indicating that they may lack sufficient information or understanding to form an opinion on this matter. Despite the widespread recognition of clear policies supportive of gender mainstreaming, a significant majority of respondents do not perceive these policies as being effectively implemented in the Bungoma County government. This highlights a critical gap between policy formulation and implementation.

4.5.3.4 Review of Policy Framework and Gender Mainstreaming.

Table 16: Review of policy framework and gender mainstreaming.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	81	46.6	46.6	46.6
Agree	53	30.5	30.5	77.0
Undecided	4	2.3	2.3	79.3
Disagree	21	12.1	12.1	91.4
Strongly Disagree	15	8.6	8.6	100.0
Total	174	100.0	100.0	

Source, Researcher (2023)

On whether the policy framework in Bungoma County government is regularly reviewed to ensure its relevance to gender mainstreaming, 46.6% strongly agreed, 30.5% agreed, 2.3% were undecided 12.1% disagreed while 8.6% strongly disagreed. The majority of respondents, 77.1%, believe that the policy framework in Bungoma County government is regularly reviewed to ensure its relevance to gender mainstreaming. This suggests a perception of an active effort to keep policies updated and relevant. Conversely, a smaller proportion of respondents (20.7%) perceive that the policy framework is not regularly reviewed, indicating a perception of stagnation or irrelevance of the existing policies. A very small group of respondents (2.3%) are 'Undecided', indicating that they may lack sufficient information or understanding to form an opinion on this matter. The majority of respondents perceive that the policy framework in Bungoma County government is regularly reviewed for its relevance to gender mainstreaming. This suggests an active effort to update and maintain the relevance of policies, which is a positive sign for gender mainstreaming.

4.5.3.5 The Policy Framework and Decision-Making Processes.

Table 17: The policy framework and decision-making processes.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	4	2.3	2.3	2.3
Agree	11	6.3	6.3	8.6
Undecided	40	23.0	23.0	31.6
Disagree	80	46.0	46.0	77.6
Strongly Disagree	39	22.4	22.4	100.0
Total	174	100.0	100.0	

Source, Researcher (2023)

On whether the policy framework in Bungoma County government encourages the participation of all genders in decision-making processes, 2.3% strongly agreed, 6.3% agreed, 23% were undecided, 46% disagreed while 22.4% strongly disagreed. In contrast to previous responses about the policy framework, the majority of respondents, (68.4%), do not perceive the policy framework in Bungoma County government as encouraging the participation of all genders in decision-making processes. This suggests a perceived lack of inclusivity in decision-making. A small percentage of respondents (8.6%) perceive that the policy framework does encourage inclusive participation. A significant proportion of respondents (23%) are 'Undecided', indicating a substantial group that may lack sufficient information or understanding to form an opinion on this matter. Despite the presence of perceived clear and relevant policies for gender mainstreaming, a significant majority of respondents do not perceive these policies as encouraging the participation of all genders in decision-making processes.

4.6 Discussion of Findings

4.6.1 Political Goodwill and Gender Mainstreaming

The research findings are consistent with Erlank (2005), who underscores a discernible lack of awareness of gender-based norms within institutions. In the case of Bungoma County Government, a significant proportion (84.5%) of respondents sensed a lack of political commitment to gender mainstreaming, suggesting a dearth of awareness or prioritization of gender norms within the county's leadership. This aligns with Bryan & Varat's (2008) assertion that institutional behavior mirrors that of the government they serve, underscoring the need for leadership to show commitment to gender mainstreaming.

Moreover, the findings also resonated with O'Connell (2013) and Melissa (2015), who highlight the role of institutional leadership in creating an environment conducive to gender equality. Although the majority of respondents perceived that the political environment supports gender equality (61.5%), they also expressed dissatisfaction with the participation of all genders in decision-making processes. This suggests a clear discord between perceived support and practical action in promoting gender mainstreaming.

The finding of 56.9% respondents perceiving that political leaders in Bungoma County government actively promote gender mainstreaming somewhat contradicts the studies by the World Bank (2010) and UNDP (2008), which indicate limited female representation in leadership positions across various African countries due to a poor approach to gender mainstreaming. The noted discrepancy may be due to a difference in scope between the present study and the cited literature, or a disparity between perceived actions and actual outcomes in terms of female representation in leadership.

The lack of political will in the Bungoma County government to enforce gender mainstreaming policies, as perceived by a significant majority (80.5%) of respondents, resonates with the discussion by Sibanda (2015) and Ryan (2007) about the symbolic inclusion of women in

leadership. This tokenism, as described by the authors, may explain why respondents feel there's a lack of substantive effort to enforce gender mainstreaming policies in the county. In conclusion, the study's findings largely align with the existing literature, indicating a perceived gap between the aspirational ideals of gender mainstreaming and their practical implementation within the Bungoma County Government. The study also highlights the importance of genuine political commitment, as emphasized by various authors (Lepinard, 2015; Erlank, 2005; Zegeye et al., 2018), in advancing gender mainstreaming at the institutional level.

4.6.2 Patriarchy Based Institutional Culture and Gender Mainstreaming

The literature on this topic has highlighted the continued existence of the patriarchal system within institutional environments, and how it discourages women from seeking leadership roles (Katrin, 2009; Dina, 2009). Our findings align with this notion, showing that a majority of respondents (65.52%) perceive that patriarchal norms dominate the institutional culture in Bungoma County government. The literature also indicates that these patriarchal systems can be embedded subtly, with men often unaware of their participation in it (Anja, 2004; Katrina, 2009). This subconscious participation aligns with our finding that 63.79% of respondents believe there is not a substantial effort being made to challenge these norms in Bungoma County government.

According to Ryan (2007) and the European Commission (2012), the abolition of traditional voting methods and the selection of leaders based on merit rather than gender can help dismantle patriarchal systems. However, our study's results suggest that patriarchal norms continue to pose a barrier to gender mainstreaming in Bungoma County government. This is supported by the finding that nearly 70% of respondents do not perceive the institutional culture as encouraging the participation of all genders in decision-making processes. The literature also revealed that patriarchal norms contribute to sexism and discrimination against women, inhibiting their progression up the institutional ladder (African National Congress, 2014;

Manuel, 2018; Dina, 2009). This literature review corresponds to our findings that suggest a substantial portion of respondents see patriarchal norms as a hurdle in Bungoma County government.

Interestingly, despite these findings, 55.17% of respondents perceive that the institutional culture in Bungoma County government does support gender equality. This appears contradictory and might be due to the perception of formal institutional policies supporting gender equality versus the actual implementation and practice of these policies. It highlights the gap between policy and practice, a common issue in many institutions (UNDP, 2008; Sibanda, 2015). In conclusion, our findings suggest that despite the formal recognition of gender equality within the Bungoma County government, patriarchal norms continue to persist, posing a significant barrier to achieving gender mainstreaming. This aligns with previous research and literature on the topic, confirming that this is a widespread and ongoing issue within institutional cultures.

4.6.3 Policy Framework and Gender Mainstreaming

The results from the survey responses suggest that the implementation of gender mainstreaming in Bungoma County government is severely hindered by inadequate training and insufficient capacity-building exercises. These findings align with the existing literature which underscores the critical role of capacity building in achieving gender equality (Aikman & Unterhalter, 2007; ILO, 2007; World Bank, 2010). As such, there is a need for the Bungoma County government to invest in regular, comprehensive training programs to equip its employees with the necessary understanding and skills to implement gender mainstreaming policies effectively.

Additionally, the perceived lack of accountability mechanisms is worrying. The United Nations Development Program (UNDP, 2007) advocates for clear accountability measures to ensure that all staff members understand their responsibilities concerning gender equality. In Bungoma County government, it appears that such mechanisms are not in place or, if they are, they are not effectively communicated to the staff. This gap might contribute to the poor implementation of gender mainstreaming policies, as seen from the survey results.

Interestingly, while the majority of respondents feel that the institutional culture encourages the participation of all genders in decision-making processes, there still exists a critical lack of capacity and training to enable this participation effectively. This suggests that while the Bungoma County government may have the intention to create an inclusive environment, there is still a lack of effective strategies and mechanisms to ensure that this intention is realized. Therefore, mere intention does not translate into effective action, and there is a need for practical steps to be taken to ensure gender equality in decision-making.

It is clear that capacity building and the establishment of clear accountability mechanisms need to be a priority in the implementation of gender mainstreaming in the Bungoma County government. This will involve not only the provision of comprehensive training programs but also a commitment to creating an inclusive institutional culture and the establishment of clear roles and responsibilities concerning the promotion of gender equality. The management of the county government will need to take a lead role in this regard, as their commitment and support are crucial in driving these initiatives forward.

CHAPTER FIVE

SUMMARY OF FINDING, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

This chapter gives a summary of the main findings, presents thorough conclusions derived from the study, and offers actionable suggestions for improving procedures and guiding policy decisions. It compiles the knowledge gathered from the examination of how policy frameworks, institutional patriarchy, and political will affect the success of gender mainstreaming in particular Bungoma County government departments. This part also presents policy proposals aimed at closing the gaps found and taking advantage of chances to advance gender mainstreaming. The purpose of these guidelines is to provide guidance to government officials, policy-makers, and civil society organizations so they can create environments that are more equal and inclusive.

5.2 Summary of Findings

The primary purpose of this study, "Influence of Institutional Factors on Gender Mainstreaming in Selected Bungoma County Government Ministries, Kenya," was to investigate the role of institutional factors in constraining or promoting gender mainstreaming in the County Government of Bungoma. This encompassed an assessment of political goodwill, patriarchal institutional culture, and policy framework as potential influences. The main findings of the study revealed a complex landscape of gender mainstreaming within Bungoma County's government ministries. On political goodwill; the study found a perceived lack of commitment from political leadership towards gender mainstreaming. Despite a majority believing that the political environment generally supports gender equality, there is a strong consensus that the leadership does not adequately promote gender inclusivity in decision-making processes.

On institutional culture; patriarchal norms were found to dominate the institutional culture, with many respondents expressing that these norms act as barriers to gender mainstreaming. There is a widely-held perception that not enough is being done to challenge these patriarchal norms, and most respondents feel that the institutional culture does not encourage the participation of all genders in decision-making processes. On policy framework; the policy framework was largely seen as supportive of gender mainstreaming, with clear gender mainstreaming policies in place. However, a significant gap was identified between policy formulation and actual implementation. The majority of respondents perceived these policies as not being effectively implemented and felt that they did not encourage gender-inclusive participation in decision-making processes.

5.2.1 Political Goodwill and Gender Mainstreaming

Objective one aimed to analyze the influence of political goodwill on gender mainstreaming in selected Bungoma County government ministries. The results of the survey present a mixed picture. A significant majority of respondents (84.5%) disagreed with the idea that the political leadership in Bungoma County government is committed to gender mainstreaming. This suggests a perception of insufficient commitment from leadership to integrate a gender perspective at all levels. Similarly, a strong majority (80.5%) of respondents believe there is a lack of political will to enforce gender mainstreaming policies. This lack of perceived political will to uphold gender mainstreaming policies implies a significant challenge to the effective implementation of these policies, which requires thorough consideration and remediation.

However, more positively, over half of the respondents (61.5%) believe that the political environment in Bungoma County government supports gender equality. This indicates that while commitment and will might be questioned, the overall political environment is seen as favorable to gender equality, which is a promising aspect. Additionally, a slight majority of respondents (56.9%) perceive that political leaders in Bungoma County government actively

promote gender mainstreaming. This suggests some recognition of efforts made by some political leaders, despite the overall criticism towards the commitment and enforcement of gender mainstreaming policies.

Yet, a considerable majority of respondents (approximately 70%) expressed a belief that the political climate in Bungoma County government does not encourage the participation of all genders in decision-making processes. This suggests a perceived gap in inclusive decision-making, which is a key aspect of gender mainstreaming and could hinder its effective implementation. In summary, while there are perceived positive aspects of the political environment regarding gender equality, there is a clear call for stronger commitment and enforcement of gender mainstreaming policies from political leadership. Furthermore, an emphasis on inclusivity in decision-making processes is also desired.

5.2.2 Patriarchy Based Institutional Culture and Gender Mainstreaming

Based on the findings pertaining to the second objective, it's evident that perceptions of institutional culture within the Bungoma County government are quite complex and occasionally contradictory. Firstly, a significant majority (65.52%) of respondents perceive that patriarchal norms dominate the institutional culture. This suggests that traditional gender roles and power structures continue to have a strong influence within the organization. At the same time, about half of the respondents identify these patriarchal norms as a barrier to the successful implementation of gender mainstreaming in the county government.

Despite the perceived dominance of patriarchal norms, a majority of respondents (55.17%) still believe that the institutional culture in Bungoma County government supports gender equality. This seeming contradiction could suggest that while patriarchal norms are recognized, there may also be perceived efforts or policies aimed at promoting gender equality. However, a strong majority (63.79%) sense a lack of conscious effort to challenge patriarchal norms, implying that any existing initiatives or policies are not seen as effective or substantial enough.

This could indicate a need for more assertive and visible interventions to tackle patriarchal norms.

Finally, most respondents (69.54%) do not view the institutional culture as encouraging the participation of all genders in decision-making processes. This suggests a perceived lack of inclusivity and representation in decision-making, which may limit the effectiveness of gender mainstreaming efforts. These findings present a complex picture of an institutional culture grappling with patriarchal norms while attempting to uphold principles of gender equality. The need for increased efforts to challenge patriarchal norms and foster greater inclusivity in decision-making is clearly indicated.

5.2.3 Policy Framework and Gender Mainstreaming

The analysis of the third objective reveals that a significant majority of respondents (86.8%) perceive the policy framework in the Bungoma County government as supportive of gender mainstreaming. Additionally, 84.5% of participants believe that the county government has clear policies in place pertaining to gender mainstreaming. However, despite the clear recognition of these policies, there appears to be a substantial disconnect when it comes to their implementation. The majority of the respondents (88%) do not believe these policies are effectively put into practice for promoting gender mainstreaming, indicating a critical gap between the creation of policies and their actual execution.

Interestingly, the study found that 77.1% of respondents hold the view that the policy framework in the Bungoma County government undergoes regular review to ensure its continued relevance to gender mainstreaming. This implies that there is perceived diligence in maintaining the policy framework. In contrast, however, when it comes to encouraging the participation of all genders in decision-making processes, the perceived effectiveness of the policy framework dwindles. A significant majority (68.4%) of respondents do not see these policies as promoting inclusive participation. This shows a perceived gap in inclusivity in

decision-making, despite the presence and recognition of clear and relevant gender mainstreaming policies.

5.3 Conclusions

The main conclusion of the study is that while Bungoma County's government ministries have a political environment and policy framework that should theoretically support gender mainstreaming, there is a significant disconnect between these theoretical underpinnings and the actual practices within the institutions. The institutional culture, dominated by patriarchal norms, presents significant obstacles to gender mainstreaming. Furthermore, despite the presence of supportive policies, their ineffective implementation hinders progress towards gender equality.

5.3.1 Political Goodwill and Gender Mainstreaming

The objective one of this study aimed to analyze the influence of political goodwill on gender mainstreaming in selected Bungoma County government ministries. Based on the results, we can make several conclusions. The lack of perceived commitment and political will to uphold and enforce gender mainstreaming policies, as indicated by the significant majority of respondents, points to an urgent need for the political leadership to reevaluate and reinforce its engagement with gender mainstreaming. This is essential for achieving gender equality and the successful implementation of gender-focused policies in Bungoma County government. However, the finding that the majority of respondents view the political environment as supportive of gender equality, and perceive political leaders as actively promoting gender mainstreaming, indicates that there is a foundation to build upon. These positive perceptions suggest that while there may be challenges, there is an existing infrastructure and some level of commitment to gender equality that can be leveraged and expanded.

Despite these positive aspects, the prevalent perception that the political climate does not encourage the participation of all genders in decision-making processes suggests a significant area for improvement. Increased inclusivity in decision-making processes is critical to ensuring the effectiveness of gender mainstreaming efforts and achieving gender equality. In conclusion, the findings from objective one demonstrates a clear need for increased political commitment and will towards gender mainstreaming within the Bungoma County government. While some positive perceptions of the political environment and leaders exist, these should not overshadow the urgent requirement for greater inclusivity and the enforcement of gender mainstreaming policies. Addressing these issues will be fundamental to advancing gender equality within the County government's operations.

5.3.2 Patriarchy Based Institutional Culture and Gender Mainstreaming

The findings regarding the influence of patriarchy-based institutional culture on gender mainstreaming in the Bungoma County government shed light on a complex and intricate scenario. Despite the prevalence of patriarchal norms as indicated by 65.52% of the respondents, a paradox emerges as the majority (55.17%) still perceive the institutional culture as supportive of gender equality. This may imply a nuanced understanding of institutional culture among respondents, with both patriarchal and gender-equal norms co-existing in some way. However, the effectiveness of this co-existence in promoting genuine gender mainstreaming is questionable, as evidenced by the prevalent sentiment that patriarchal norms act as a barrier to gender mainstreaming.

The majority (63.79%) perception of the absence of conscious efforts to challenge patriarchal norms exposes a possible shortfall in the institutional approach towards gender mainstreaming. This suggests a need for the county government to undertake more intentional, visible, and impactful efforts to dismantle patriarchal norms within its institutional culture. Furthermore, the conclusion that a significant majority (69.54%) of respondents perceive the institutional

culture as not fostering inclusive participation in decision-making processes underscores the necessity for structural changes. The lack of gender inclusivity in decision-making processes may not only hinder the progression of gender mainstreaming but also limit the representation and involvement of diverse gender perspectives in governmental policies and practices.

In conclusion, while some positive perceptions towards gender equality are present within the Bungoma County government's institutional culture, there remains a clear need to address the pervasive influence of patriarchal norms and to promote greater gender inclusivity within decision-making processes. The evidence suggests that addressing these issues could significantly enhance the effectiveness of gender mainstreaming in Bungoma County government.

5.3.3 Policy Framework and Gender Mainstreaming

Based on the findings related to objective three, it can be concluded that the majority of respondents believe that the Bungoma County government has established a clear and supportive policy framework for gender mainstreaming. This indicates a positive understanding and acceptance of gender mainstreaming policies among the respondents.

However, a significant gap is evident between the policy formulation and its effective implementation. The majority of respondents do not perceive these policies as being effectively implemented to promote gender mainstreaming. This is a critical area of concern and suggests the need for more robust mechanisms to ensure policy implementation and oversight. The findings also show that there is a prevalent belief among respondents that the policy framework is regularly reviewed to ensure its relevance to gender mainstreaming. This is a positive indication of the perceived effort to keep these policies relevant and updated.

Despite the apparent recognition of the policy framework's support for gender mainstreaming, there is a notable perception that it falls short in encouraging the participation of all genders in

decision-making processes. This suggests that the policies, while existing and recognized, may not be sufficient or adequately inclusive in their current form. Therefore, they may require further enhancement to ensure all genders feel adequately represented and included in decision-making processes. In summary, while the Bungoma County government is perceived as having a supportive policy framework for gender mainstreaming, more effort needs to be dedicated to the effective implementation of these policies and ensuring they genuinely encourage the participation of all genders in decision-making processes.

5.4 Recommendations for Practice

Based on the findings and conclusions the study recommends the following for practice;

5.4.1 Recommendations for Authorities

- i. The county government should enhance policy implementation. While policies may exist, their impact is not felt due to poor implementation. A specialized task force could be established to oversee the effective implementation of gender mainstreaming policies.
- ii. The county government should conduct cultural sensitization programs. With a majority of respondents indicating that patriarchal norms are a barrier, cultural sensitization programs targeting these harmful norms could be beneficial.
- iii. The county government should promote inclusive decision-making. Open up more avenues for women and minority genders to participate in decision-making processes. This could be through reserved seats, open forums, or public consultations.

5.4.2 For Beneficiaries

- i. The study reveals some level of political goodwill. Beneficiaries should capitalize on this by actively participating in political processes to influence gender-responsive policies.

- ii. Utilize existing supportive frameworks to lobby for educational programs that break down patriarchal norms, both in schools and adult education settings.
- iii. Since institutional culture has a big role to play, community-led advocacy can be a powerful tool to change perceptions and norms from the ground up.

5.5 Recommendations for Further Studies

- i. Future studies could focus on measuring the effectiveness of cultural sensitization programs in changing patriarchal norms.
- ii. A more detailed study on why policies are not being effectively implemented could offer deeper insights into systemic issues.
- iii. Conduct a focused study on the barriers to effective policy implementation, specifically looking at systemic, institutional, or procedural obstacles.



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APPENDICES

APPENDIX I: INTRODUCTION LETTER



Mount Kenya University

DIRECTORATE OF GRADUATE STUDIES

MDS/2015/28812

28th September, 2022

*The Director, Research Coordination Division
National Commission for Science, Technology & Innovation
Utalii House, 8th & 9th Floor
P.O Box 30623- 00100
NAIROBI*

Dear Sir/Madam,

RE: HAMISI AMIRI ABDALLA - REGISTRATION NO. MDS/2015/28812


The purpose of this letter is to introduce the above named student who is pursuing Master of Arts in Development Studies in the Department of Development Studies in the School of Social Sciences.

The title of his research is "Influence of Institutional Factors on Gender Mainstreaming in Selected Bungoma County Government Ministries, Kenya."

He has been cleared by the University's Ethics Review Committee (Certificate attached) and now has to proceed to the field to collect data for his research between September, 2022 and December, 2022.

Any assistance accorded to him will be highly appreciated.

Thank you.



For Dr. Samuel M. Karengi, Ph.D
Director, Graduate Studies
Enc.

Main Campus: General Kago Road, P.O. Box 342-01000 Thika. Tel: +254 67 2820 000,
Cell: +254 730 700 700, +254 730 455 000

APPENDIX II: ERC



REF: MKU/ERC/2125

Date: 24 March 2022

TO: HAMISI AMIRI ABDALLA

REG: MDS/2015/28812

Dear Sir/Madam,

**RE: INFLUENCE OF INSTITUTIONAL FACTORS ON GENDER MAINSTREAMING IN
SELECTED BUNGOMA COUNTY GOVERNMENT MINISTRIES, KENYA**

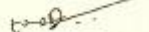
This is to inform you that **Mount Kenya University** has reviewed and approved your above research proposal. Your application approval number is **1198**. The approval period is **24/03/2022 - 23/03/2023**.

This approval is subject to compliance with the following requirements:

- i. Only approved documents including informed consents, study instruments, MTA will be used
- ii. All changes including amendments, deviations and violations are submitted for review and approval by **Mount Kenya University**
- iii. Death and life-threatening problems and serious adverse events or unexpected adverse events whether related or unrelated to the study must be reported to **Mount Kenya University** within 72 hours of notification
- iv. Any changes, anticipated or otherwise that may increase the risks or affect the safety or welfare of study participants and others or affect the integrity of the research must be reported to **Mount Kenya University** within 72 hours
- v. Clearance for export of biological specimens must be obtained from relevant institutions
- vi. Submission of a request for renewal of approval at least 60 days prior to expiry of the approval period. Attach a comprehensive progress report to support the renewal
- vii. Submission of an executive summary report within 90 days upon completion of the study to **Mount Kenya University**

Prior to commencing your study, you will be expected to obtain a research license from National Commission for Science, Technology and Innovation [NACOSTI] <https://research-portal.nacosti.go.ke> and also obtain other clearances needed.


Yours sincerely,




Dr. Peter G. Kirira
Chairman, Mount Kenya University IERC

The Chairman
Mount Kenya University
Ethics Review Committee
P. O. Box 342 - 0100, Thika

APPENDIX III: NACOSTI



REPUBLIC OF KENYA




**NATIONAL COMMISSION FOR
SCIENCE, TECHNOLOGY & INNOVATION**

Ref No: 505587

Date of Issue: 07/November/2022

RESEARCH LICENSE




This is to Certify that Mr. Hamisi Amiri Abdalla of Mount Kenya University, has been licensed to conduct research as per the provision of the Science, Technology and Innovation Act, 2013 (Rev.2014) in Bungoma on the topic: Influence of Institutional Factors on Gender Mainstreaming in Selected Bungoma County Government Ministries, Kenya for the period ending : 07/November/2023.

License No: NACOSTI/P/22/21563

Applicant Identification Number
505587

Director General
W. Mutunga
**NATIONAL COMMISSION FOR
SCIENCE, TECHNOLOGY &
INNOVATION**

Verification QR Code



NOTE: This is a computer generated License. To verify the authenticity of this document, Scan the QR Code using QR scanner application.

See overleaf for conditions

APPENDIX IV: INFORMED CONSENT FORM

I fully understand that the purpose of this study on the topic “INFLUENCE OF INSTITUTIONAL FACTORS ON GENDER MAINSTREAMING IN SELECTED BUNGOMA COUNTY GOVERNMENT MINISTRIES, KENYA”

The specific objectives of the study will be: (i) to analyze the the influence of political goodwill on gender mainstreaming in selected Bungoma County government Ministries. (ii) To assess the influence of patriarchy based institutional culture on gender mainstreaming in selected Bungoma County government Ministries. (iii) To determine the influence of policy framework on gender mainstreaming in selected Bungoma County government Ministries.

I understand that my involvement is entirely voluntary; even though I agree now, I can withdraw from the study anytime if I am unable to continue.

I am aware of my freedom to express my own viewpoint, as well as my right to request anonymity if I believe the subject is too sensitive for my personal or professional safety; I can also contact the research for additional assistance or information.

I am aware that my involvement will not provide me with any immediate benefits. My viewpoints may not be shared by the parties involved in the study. If I tell the researcher that I or another participant is in danger, he can report it to authorities after talking to me or the other person about it.

Nonetheless, I believe that this research will aid in a better understanding of institutional constraints to implementation of gender mainstreaming in Bungoma County.

I agree that the interview may be recorded with audio or audio-visual devices for future reference; the recordings, as well as the signed consent form, will be kept by the researcher under his custody, with access limited to him and, if necessary, his supervisors, until the report is approved by the University.

I am informed in writing of that the researcher is HAMISI AMIRI ABDALLA, a student of Mount Kenya University pursuing a Master of Arts in Development Studies of Mount Kenya University, supervised by Prof. Kennedy Mutundu of the Department of Social and Development Studies, School of Social Sciences, Mount Kenya University.

Signature of research participant: Date:

I, Hamisi Amiri Abdalla, as the researcher, believe the participant is giving informed consent to participate in this study.

Signature of researcher: Date:

For more information, please contact:

Chairman,

MKU IREC, P.O Box 342-01000, Thika.

APPENDIX V: QUESTIONNAIRE

Introduction

Hello, my name is Hamisi Amiri Abdalla, and I am a student at the Mount Kenya University, Nairobi Campus, looking forward to complete a Master's Degree in Development Studies. This questionnaire is aimed at facilitating the completion of my research project which is addressing the "*Influence of Institutional Factors on Gender Mainstreaming in Selected Bungoma County Government Ministries, Kenya*". Your time in filling it out will be much appreciated and all information is going to be kept confidential. Thank you.

SECTION A: BACKGROUND INFORMATION

1. Please tick your age as appropriate.

18 – 25

26 – 35

36 – 45

Above 46

2. In which ministry are you employed?

Ministry of Finance and Economic Planning

Ministry of Education

Ministry of Public Service and Management

Other

3. What is your employment status?

Contract

Temporary

Full-time

SECTION B: INSTITUTIONAL CONSTRAINTS AGAINST GENDER MAINSTREAMING IN BUNGOMA COUNTY

Objective 1: To analyze the influence of political goodwill on gender mainstreaming in selected Bungoma County government ministries.

Statement	SA	A	U	D	SD
The political leadership in Bungoma County government is committed to gender mainstreaming.					
There is political will to enforce gender mainstreaming policies in Bungoma County government.					
The political environment in Bungoma County government supports gender equality.					
Political leaders in Bungoma County government actively promote gender mainstreaming.					
The political climate in Bungoma County government encourages the participation of all genders in decision-making processes.					

Objective 2: To assess the influence of patriarchy based institutional culture on gender mainstreaming in selected Bungoma County government.

Statement	SA	A	U	D	SD
The institutional culture in Bungoma County government is dominated by patriarchal norms.					
Patriarchal norms in Bungoma County government hinder the implementation of gender mainstreaming.					
The institutional culture in Bungoma County government supports gender equality.					
There is a conscious effort to challenge patriarchal norms in Bungoma County government.					
The institutional culture in Bungoma County government encourages the participation of all genders in decision-making processes.					

Objective 3: To determine the influence of policy framework on gender mainstreaming in selected Bungoma County government ministries.

Statement	SA	A	U	D	SD
The policy framework in Bungoma County government supports gender mainstreaming					
There are clear policies on gender mainstreaming in Bungoma County government.					
The policy framework in Bungoma County government is effectively implemented to promote gender mainstreaming.					

The policy framework in Bungoma County government is regularly reviewed to ensure its relevance to gender mainstreaming.					
The policy framework in Bungoma County government encourages the participation of all genders in decision-making processes.					



APPENDIX III: QUESTIONNAIRE FOR COUNTY OFFICIALS

Please answer the following questions as honestly as possible.

Thank you.

1. Do you support gender equality?

- Yes
- No
- Not sure
- Other

2. How have you as a County Official promoted gender equality?

Please write below:

3. What are your rules on how men should treat women?

Please write below:

4. How do you punish those who do not facilitate gender equality?

- We fire them
- We take them to court
- We make them apologize
- We do nothing
- Other

5. Do you think that women are justified to cry for gender equality?

- Yes
- No
- Not sure
- Other

6. What are your long-term measures to usher in sustainable gender mainstreaming in the county?

- Promote open forums
- Pin rules on gender equality on office walls
- Revisit the constitution on the work force
- Involve more men and women in singular projects
- Other

Thank you



APPENDIX VI: KEY INFORMANT INTERVIEW

The influence of political goodwill on gender mainstreaming

1. Has there been enough sensitization on gender mainstreaming?
2. How would you combat the issue of few women in leadership?
3. How would you remedy the lenient punishment on gender-based crime?

The influence of policy framework on gender mainstreaming

4. How are you combating low salaries for women and poverty?
5. Have you witnessed a more disregard to women in leadership?
6. How have you been affected by the corruption of the budgetary allocations for women?

The influence of the patriarchy based cultural systems

7. How do you handle poor customary beliefs against allowing women to authoritative positions?
8. How have you combated the unfair evaluation and expectations from women?
9. How have you handled male dominated management boards?

APPENDIX VII: MAP OF STUDY LOCATION

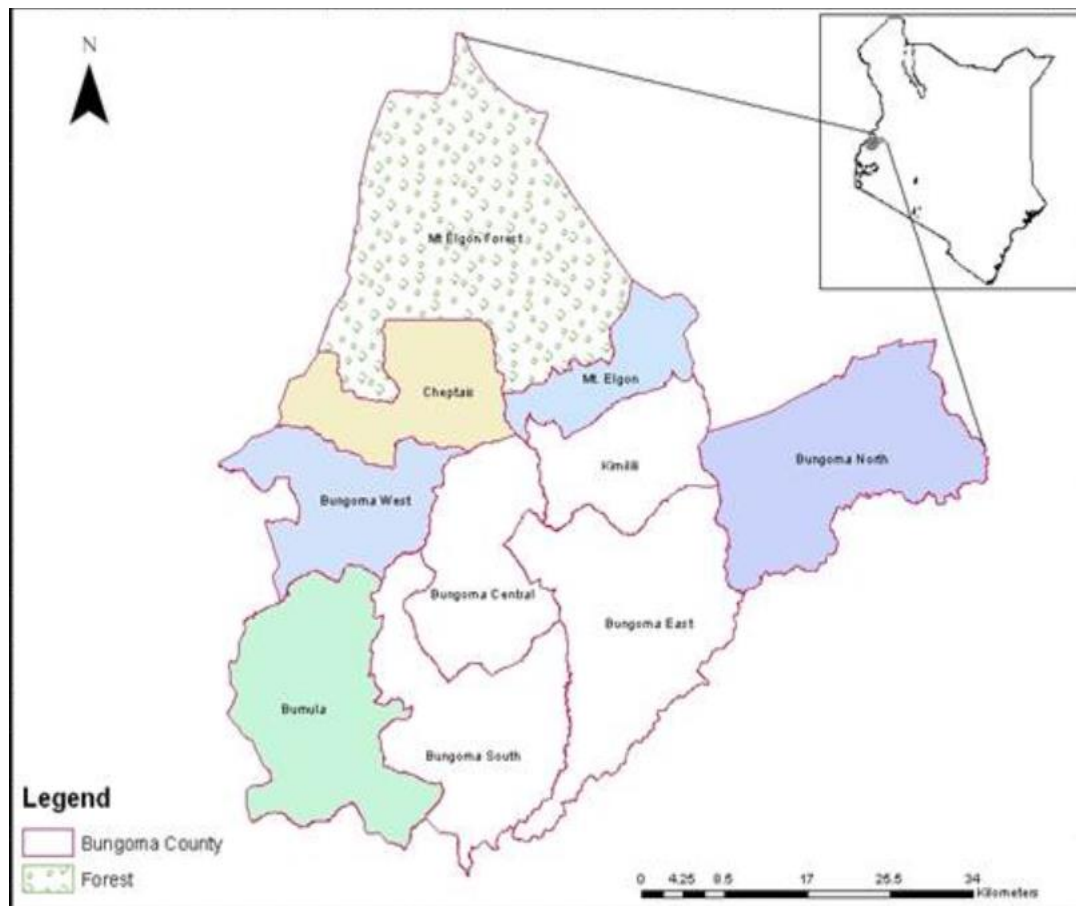


Figure 8: Map of Bungoma County

Mount Kenya