

**ORGANIZATIONAL FACTORS AND SUSTAINABILITY OF WOMEN
EMPOWERMENT IN PEACE-BUILDING PROJECTS IN KAMUKUNJI SUB-
COUNTY, NAIROBI COUNTY, KENYA**

ESTHER WANJIKU KAMUGI

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DECLARATION

This research project is my original work and has not been presented anywhere for any academic award in any other institution.

Signature: 

Date: 02/08/2023

Esther Wanjiku Kamugi

L50/79848/2015

This research project has been submitted for examination with my approval as the University Supervisor.

Signature: 

Date: 10/08/2023

Dr. Mary Mwenda

Department of Management Science and Project Planning

University of Nairobi

TABLE OF CONTENTS

DECLARATION.....	ii
LIST OF TABLES	v
LIST OF FIGURES	vii
LIST OF ABBREVIATIONS & ACRONYMS	viii
ABSTRACT.....	ix
CHAPTER ONE	1
INTRODUCTION.....	1
1.1 Background to the study.....	1
1.2 Research Problem.....	7
1.3 Objective of the study	8
1.4 Value of the Study.....	8
CHAPTER TWO	10
LITERATURE REVIEW	10
2.1 Introduction	10
2.2 Theoretical Framework	10
2.3 Empirical Studies.	11
2.4 Summary of Empirical Literature and Research Gaps.....	21
2.5 The Conceptual Framework	24
CHAPTER THREE	26
RESEARCH METHODOLOGY	26
3.1 Introduction	26
3.2 Research Design.....	26
3.3 Population of the study.....	26
3.4 Sample Size and Sampling Procedure.....	27
3.5 Data Collection.....	29
3.6 Operationalization of Variables	31
3.7 Data Analysis	32

CHAPTER FOUR.....	33
DATA ANALYSIS, PRESENTATION AND INTERPRETATION	33
4.1 Introduction	33
4.2 Response Rate	33
4.3 Demographic characteristics	33
4.4 Stakeholder involvement on Sustainability of Women Empowerment in Peace-Building Project.....	36
4.5 Monitoring and Evaluation on Sustainability of Women Empowerment in Peace-Building Project.....	43
4.6 Project planning on Sustainability of Women Empowerment in Peace-Building Project	48
4.7 Skill factor on Sustainability of Women Empowerment in Peace-Building Project.....	53
4.9 Discussion of findings.....	59
CHAPTER FIVE	62
SUMMARY OF FINDINGS, CONCLUSIONS, AND RECOMMENDATIONS	62
5.1 Introduction	62
5.2 Summary of Findings	62
5.3 Conclusion of the Study	64
5.4 Recommendation of the study.....	65
5.5 Suggestions for Further Research	67
REFERENCES.....	68
APPENDICES	72
Appendix I: Introduction Letter	72
Appendix II: Questionnaire.....	73
Appendix III: Interview Guide.....	79
Appendix IV: Research Permit	80

LIST OF TABLES

Table 2.1: Knowledge gap.....	22
Table 3.2: Target Population.....	27
Table 3.3 Sample Size.....	28
Table 3.4 Operationalization of Variables.....	31
Table 4.1 Response Rate.....	33
Table 4.2 Gender of the respondents	34
Table 4.3 Age Brackets.....	34
Table 4.4 Academic Background.....	35
Table 4.5 Marital Status.....	35
Table 4.6 Occupation	36
Table 4.7 Experience in peace building projects	36
Table 4.8 There is well written stakeholder engagement assessment matrix	37
Table 4.9 There is well written communication plan?.....	37
Table 4.10 Stakeholder involvement on Sustainability of Women Empowerment in Peace-Building Project	38
Table 4.11 Model Summary	40
Table 4.12 Analysis of Variance.....	41
Table 4.13 Coefficient	41
Table 4.14 Correlation analysis	42
Table 4.15 Are you involved in monitoring and evaluation activity?	43
Table 4.16 Monitoring and Evaluation on Sustainability of Women Empowerment in Peace-Building Project	44
Table 4.17 Model Summary	46
Table 4.18 Anova.....	46
Table 4.19 Coefficients.....	47
Table 4.20 Correlation Analysis	47
Table 4.21 Does the project have written activity implementation planning template(s)	48
Table 4.22 Does the group get involved in project planning activity?	49
Table 4.23 Project planning on Sustainability of Women Empowerment in Peace-Building Project	49

Table 4.24 Model Summary	51
Table 4.25 Anova.....	51
Table 4.26 Coefficients.....	52
Table 4.27 Correlation Analysis	53
Table 4.28 To what extent does skills factors affect women participation in peace building in Kenya?	54
Table 4.29 Skill factor on Sustainability of Women Empowerment in Peace-Building Project	54
Table 4.30 Model Summary	56
Table 4.31 Anova.....	57
Table 4.32 Coefficients.....	57
Table 4. 33 Correlation Analysis	58

LIST OF FIGURES

Figure 2.1: The Conceptual Framework	25
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LIST OF ABBREVIATIONS & ACRONYMS

ANOVA	Analysis of Variance
CBO	Community Based Organizations
NGO	Non-governmental Organization
PMBOK	Project Management Book of Knowledge
SPSS	Statistical Package for the Social Sciences
UN	United Nations
UNIFEM	United Nations Development Fund for Women
UNSCR	United Nations Security Council Resolution

ABSTRACT

Historically, Kenya has been seen to be vulnerable to not only internal but also external threats to its peace and security. Ethnic violence especially during the elections seasons is one of the internal threats to Kenya's peace and security. The researcher conducted this study with the objective of looking into the organizational factors which influence the sustainability of women empowerment in peace building projects in the Kamukunji sub county of Nairobi County, Kenya. These organizational factors included monitoring and evaluation, skill factors, stakeholder's involvement and project planning. The study was guided by systems theory and social feminist theory. This study used descriptive cross-sectional survey. The target population for this study was 234 women groups, 43 CBO's and 21 NGOs Project leaders working in Kamukunji Sub County. The study samples comprised of 133 women groups, 24 VCBO's and 11 NGOs Project leaders. Data was gathered through questionnaires and interview schedule. The data was additionally be coded through assigning figures, symbols, signs and numerals. In conducting data analysis, the Statistical Package for Social Sciences (SPSS) software was be applied. Descriptive statistics for instance measure of central tendency like mean and standard deviation was obtained from the collected data and presented in frequency and percentages and graphs. The response rate of the study was 61.7% which was considered sufficient to continue analyzing the data. Data was analyzed for descriptive statistics and most of the respondents agreed that stakeholder's involvement, project planning, monitoring and evaluation and skills factors was vital to the sustainability of women empowerment in peace building projects. Regression analysis for independent variables, stakeholder's involvement, monitoring and evaluation, project planning and skills factors produced R squares value, (0.853, 0.92, 0.734 & 0.951) respectively indicating that 85.3% ,92% ,73.4%, and 95.1% in sustainability of women empowerment in peace building projects is due to stakeholder's involvement, monitoring and evaluation, project planning and skills factors respectively. Correlation analysis of all the four independent variables (stakeholder's involvement, monitoring and evaluation, project planning and skills factors) against the dependent variables (sustainability of women empowerment in peace building projects) showed a strong and positive correlation with Pearson coefficient value of 0.939, 0.959, 0.857 and 0.975 respectively. It was henceforth concluded that all the four variables have a strong and positive relationship with sustainability of women empowerment projects in Kamukunji subcounty in Nairobi. The study findings in conclusion emphasized the importance of effective stakeholders' involvement, monitoring and evaluation project planning, and skill factors in sustaining women empowerment initiatives in peace-building projects. These factors should be considered by stakeholders when designing, implementing, and evaluating women empowerment projects in Kamukunji Sub-County and other similar contexts. Further research can be conducted to investigate whether the findings of this study can be replicated in other contexts such as other counties or countries.

CHAPTER ONE

INTRODUCTION

1.1 Background to the study

War and conflict have a profound influence on the perception of gender, as they bring about alterations in the socially prescribed roles and responsibilities for both men and women. The UN Women (2015), asserts that gender relations intersect with various other social aspects for instance class, race, ethnicity, age, and geographic location. Furthermore, these dynamics determine the primary actors involved in a conflict. According to Potter (2008), all around the world, the sustainability of women's empowerment in peace-building programs in war settings is viewed as that of blameless and passive victims, whereas males are viewed as active fighters and guardians. This impression, influenced by social constructions of what is suitable for men and women, can obscure women's active engagement in peacebuilding processes. Even when women have made major contributions to peacebuilding processes, their contributions are frequently undervalued and infrequently acknowledged (COPA, 2017).

Sustainability of women empowerment in peace-building projects is crucial if sustainable peace is to be realized. However, the challenge has been the sidelining of women in most of the activities in the society Ralph (2005). Women have great potential in equal measure to that of men as far as peace building in concerned. Sustainability of women empowerment in peace-building projects can be influenced by factors such as, education and traditional culture. These factors enable women in participating peace building (Silver, 2007).

In the African Societies during the post-independence years, devastating conflicts have become the rule of the day as opposed to exception. Of the 54 countries at minimal 24 countries have been engaged in either one or more form of conflict (ACLED, 2016). Most of these conflicts which are both intra and inter-state conflicts have happened in the Horn of Africa over the years. Men and women have been affected differently by these long-term conflicts with women having been the most affected with respect to physical injuries, displacements, loss of livelihood and even deaths. Both within and outside the countries, women form the largest percentage (at least 80%) of refugees. As a result, during conflict times, women are frequently presented as victims and casualties together with children (Oyugi, 2005). Though women play as peacemakers or combatants, or a combination of both. Moreover, women assume the role of family head as a result

of absence of men in times of war. Therefore, because women are the ones who receives the immediate conflict effects, they are the one who start working for peace and possible continue with the same spirit even after the war ends (UN, 2017).

Particularly in the recent times, women and men are affected differently by conflicts. Despite the fact that women are not typically at the lead of battles, they suffer greatly. Women, for instance, might be exposed to sexual violence, that is sometimes carried out systematically in order attain political or military goals (James, 2019). Similarly, women are the first to be hit by infrastructure collapse, which limits their ability to care for the injured and keep their families together. For many women around the world, conflict means impoverishment, the death of loved ones, forced displacement, property loss, and the breakdown of social fabric. In accordance with the World Bank research (2019), conflicts, for some women, present a chance for empowerment and access to previously forbidden social and political realms.

Sustainability of women empowerment in peace-building has taken shape in a number of countries throughout the world (Mzvondiwa, 2007). In Nepal for example; women collaborate with local women's rights organizations to become highly active at the local level in resolving conflict and building sustainable peace. For instance; Feminist Dalit Organization (FEDO) has been partnering with women in the local communities to empower marginalized women to claim their rights, tackle discrimination and become political leaders.

In Liberia women in both communities organized themselves together and have come up with local support network and groups. They appreciate that fact that when someone faces a problem, it is a problem for everyone (Mays,2021). This has enabled them to address the challenges emanating from cultural barriers, such as male-controlled values and norms, to establish platform to be heard, to solve disputes, deal with child injustice cases, suggest community development programs and pursue justice for survivors of violence and sexual abuse. This has been shown, critically, both in a community with direct help from NGOs and in a community without direct help (Moosa-Mitha, 2005).

In Uganda, the sustainability of women's empowerment in the peace-building process was examined by looking at the limited women engagement in newly formed peace structures in the nation, such as the High Peace Council (Mohamud & Ruto 2006). Women's rights in Uganda have

expanded on paper, with equality enshrined in the Constitution, the National Action Plan for Women in Uganda, and safeguards included in the statute against violence against women. However, women have continued to have extremely limited accessibility to education and health and those that engage in politics actively have received constant physical violence threat. There have already been legal setbacks.

In Kenya, the sustainability of women empowerment in peace building is similar to the rest of the world. A women lead community based organization namely Pastoralist Women for Health and Education (PWHE) has promoted women peace builder in the region through advocating for affirmative action in the selection of officials in peace structures at the district, location and divisional levels (Maina,2012).Sustainability of women empowerment in peace-building in Kamukunji sub-County takes place in the form of local women who have organized themselves together to form local support network and groups (Luchsinger, 2010).They appreciate that fact that when someone faces a problem, it is a problem for everyone. This has enabled them to address the challenges emanating from cultural barriers, such as male-controlled values and norms, to establish platform to be heard, to solve disputes, deal with child injustice cases, suggest community development programs and pursue justice for survivors of violence and sexual abuse as well as economic empowerment. This has seen sustainability of women empowerment in peace-building in Kamukunji Sub County led to direct and positive impacts for the women of those communities in the sub county. They have also gained safe spaces to share their worries, help solve disputes and support each other. It is based on this background that the researcher aims to carry out this study.

1.1.1 Organizational Factors

Sustainability of women empowerment in peace building projects is prone to be affected by a number of organizational factors including; monitoring and evaluation, stakeholder involvement, skill factors, and project planning. These factor affects the chance of a project being sustainable even after completion. This study will employ monitoring and evaluation, project planning, skills factors and stakeholders involvement as the independent variables for the study.

Stakeholder involvement in a project pertains to ensuring that all those who are of interest in a project are involved in the various aspects of a project. Engaging stakeholders throughout the project lifecycle ensures that their needs, concerns, and expectations are taken into account, which can lead to better project outcomes and increased support for the project. According to Benson (2015), stakeholder engagement plans are instrumental in guaranteeing the fruitful results delivery in peacebuilding projects and maintaining project focus. Similarly, the study conducted by Mirza and Ehsan (2016) on the development of a project complexity index highlighted how project execution plays a crucial role in addressing numerous uncertainties encountered in peacebuilding projects.

Skill factors is another organizational factors in this study which is hypothesized to impact sustainability of women empowerment in peace building projects. Agbalajobi (2010) argues that the ECOWARN system within the ECOWAS Peace and Security Architecture in West Africa is predominantly male-dominated due to the lack of skills and expertise among women in this area. This has resulted in a limited contribution of women to the peacebuilding process. According to Rielly (2013), only by providing women from both conflict and non-conflict situations with the required information and skills in peace processes can this situation be remedied.

Project planning is the aspect of identifying the project objectives, scope, timelines, and resource needed. Proper project planning is hypothesized to have an influence in sustainability of women empowerment projects. A study conducted by Dinka, Chala, Dawo, Bekana, and Leta (2016) in Ethiopia revealed that rural development programs undertaken by Islamic NGOs, that included training implementers on appropriate project management and giving a nucleus flock of Rhode Island Red developments, did not attain their anticipated performance due to weak planning. The study found that the needs of the implementers were not adequately considered, leading to poor project planning. Similarly, Idoro (2017) demonstrated that the level of project planning directly influences project delivery and subsequent performance. Idoro (2017) further emphasized the importance of ensuring stakeholder commitment and the allocation of sufficient resources in project planning.

Monitoring and Evaluation (M&E) is the process applied in tracking and assessing the progression, effectiveness, and impact of projects. It is an important aspect of project management and helps in understanding whether the intended objectives are being achieved, the extent to which

goals are met, and the overall performance of the initiative. In China, during the late 1900s, a new system of monitoring and evaluation (M&E) was established across various government initiatives. Furthermore, there was a subsequent institutionalization of M&E at the audit level (Wong Christine, 2012). The audit function plays a crucial role within the M&E system. As outlined in the post-transition Constitution of 1982, the National Audit Office (NAO) was established, mandating the creation of audit offices at the national, provincial, municipal, and county levels. Currently, the national network consists of approximately 3,000 audit offices with 80,000 auditors working there (Yang, Xiao, and Pendlebury, 2008). A new Performance Monitoring strategy was established in the provincial capital of Guangzhou, focusing on ex post review of expenditure initiatives (Ma and Wu, 2011).

1.1.2 Sustainability of Women empowerment Peace-Building Projects

Women's participation is critical to the establishment of long-term peace. When fifty percent of the global population is excluded from participation, global peace cannot be established. Despite the passage of UN Security Council Resolution 1325 over 10 years ago, which aimed to increase women's involvement in global security issues, women's participation in peace settlements remains low. Despite considerable progress, women continue to be underrepresented in public posts, peace discussions, and peacekeeping missions. Women's demands and views are regularly ignored in post-conflict disarmament, demobilization, and reintegration (DDR) procedures, and in security sector reform, judicial rehabilitation, and the building of the rule of law. Numerous conflicts are mostly associated with extensive sexual and gender based violence, that mostly endures after the war has ended and is frequently associated by a lack of responsibility for those involved. Women's incorporation into economic activities and leadership roles in post-conflict nations is hampered by the continued absence of physical security and the presence of significant legal hurdles.

For there to be long lasting peace, women participation is imperative. Global peace cannot only be achieved by only half of its population. Beyond a decade following the adoption of the resolution 1325 by the UN Security Council on strengthening the women empowerment sustainability in matters of global security, there is still a negligent number of women engaging in peace settlements. Despite there being improvements, there is still underrepresentation of women in peace making missions, negotiation table and more so in public offices. Women views and needs

are often disregarded in postconflict disarmament, demobilization and reintegration and even in reforms in security sector, justice rehabilitation and the rule of law (Omotto, 2017). Extensive sexual and gender violence are a resultant of most conflict and was there are normally done by the perpetrators of war. Continued absence of physical security as well as there being notable legal constraints in post conflict societies impedes involvement of women in both leadership and economic life. To improve women participation involves implementing best practices such as; deploying gender balanced peacekeeping units, a government wide approach to security and legal reforms and more deliberate involvement of women in community level agendas for national budgets and international programs (UNHCR, 2016).

In Kenya, women peace builders primarily employ traditional methods of peacebuilding in order to communicate effectively with their communities. There is a widespread belief that women have no boundaries, that they can go anywhere and are not limited by tribal affiliations. Peace is seen as their responsibility. For example, within the Kalenjin community, women would carry green grass or leaves when they wanted their men to cease fighting. This symbolic act conveyed the message to the men to stop the conflict. Similarly, in the Pokot community, women utilize skin belts known as *legetio* to prevent their men from engaging in violence (Barasa, 2000). The *legetio* is a belt made from animal skins traditionally worn by women to reshape their stomachs after giving birth. During times of war, mothers use the *legetio* to either protect or curse their children and husbands by either tying or untying it

1.1.3 Kamukunji Sub-County

Kamukunji sub County is one of the seventeed subcounties of the city County of Nairobi Kenya. Nairobi County is one of the 47 counties in Kenya and serves as the capital city and the largest urban center in the country. Kamukunji Sub-County is located in the northeastern part of Nairobi County. It is situated close to the central business district of Nairobi and is bordered by other sub-counties like Starehe, Makadara, and Pumwani. The sub-county has a diverse and relatively dense population, with a mix of different ethnic groups and cultures. The residents of Kamukunji Sub-County engage in various economic activities. Nairobi, as the capital city, is a major economic hub in East Africa, and people in Kamukunji are likely involved in trade, informal businesses, services, and other urban livelihoods. Like many urban areas in Kenya, Kamukunji Sub-County is likely to have a mix of cultures and lifestyles due to its diverse population. People from various regions of

Kenya and even from other countries may reside in the area. Kamukunji Sub-County may face challenges related to urbanization, such as inadequate housing, sanitation issues, and unemployment. Addressing these challenges is essential for improving the quality of life for its residents. The diversity of this subcounty and being situated in a central place make it a convenient place to undertake the research on sustainability of women empowerment projects.

1.2 Research Problem

The United Nations Resolution 1325, the Kenya National Peace and Security Policy, and Kenya National Action Plan (KNAP) are in favor of women's active engagement in conflict prevention, peace processes and post-conflict rehabilitation. In Kenya, both modern and conventional mechanisms of cross border peace have been applied through the level of sustainability of women empowerment in peace building has not been documented sufficiently, (GOK, 2017). The current, modern and traditional peace mechanisms have always excluded women from peace building processes, despite the fact that they perform a critical part in creating harmony and conflict resolutions in most communities (Peace Net Kenya, 2016).

The women's contribution to the peace process is among the key aspects of the peacebuilding agenda which have not yet been met (UN Women, 2015) despite of the fact that they together with their children contribute to 80% of those affected by insecurity and absence of peace in Kenya. Women are involved in various roles in peace building in various levels, national, community and household level. They do not necessarily have a governmental recognition of their significant contribution in terms of peace, social togetherness and family and community survival. According to an analysis of SCR 1325 implementation in 13 countries it is contended that most of studies related to women peace and security concentrate on the effect of armed conflict on women and perceive women as victims. However, women are not merely victims of armed conflict but more so active conflict participants and agents. They might also have an indirect detrimental impact on peace and security (Cromwell, 2019).

Despite informal peace initiatives in the masses women groups and networks being organized in ethnic lines and parties, the signing of peace agreements between the conflicting parties, there has been an erroneous relapse into conflict within Kamukunji sub-county Nairobi County. Women in this region are consistently left out from the governments, processes and formal economy. They endure continuous discrimination on a local, cultural, and traditional level, as well as aggression

and even enmity from men in power. Apparently, sustainability of women empowerment in peace-building has been marred by many factors. Regrettably, these factors have not been systematically analyzed and understood by most peace agitators, an effort that the present study attempts to actualize. Nevertheless, the civil society, the government and the international community is seemingly doing very little to effectively address these women issues.

1.3 Objective of the study

The general objective of the study is to determine the influence of organizational factors on sustainability of women empowerment in peace-building projects in Kamukunji Sub-County, Nairobi County, Kenya.

The specific research objectives of the study was;

- i. To determine the influence of monitoring and evaluation on sustainability of women empowerment in peace-building projects in Kamukunji Sub-County, Nairobi County, Kenya.
- ii. To determine the influence of skill factors on sustainability of women empowerment in peace-building projects in Kamukunji Sub-County, Nairobi County, Kenya.
- iii. To determine the influence of stakeholders involvement on sustainability of women empowerment in peace-building projects in Kamukunji Sub-County, Nairobi County, Kenya.
- iv. To examine the influence of project planning on sustainability of women empowerment in peace-building projects in Kamukunji Sub-County, Nairobi County, Kenya

1.4 Value of the Study

The study sought to influence policy making especially government agencies by informing the underlying gaps that exists hindering women to actively participate in peace building initiatives. Also, to challenge existing institutions in adopting gender mainstreaming, gender equality and women integration.

Also, it aimed at creating awareness in Kamukunji sub-county and inform on the importance of gender inclusion in peace projects and to motivate more women to participate and push for their space in peace building projects.

The study also sought to promote and champion for initiation of more women led peace building initiative that will nurture young women into aspiring to be involved in more peace building initiatives.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter provide a literature review of academic work conducted with respect to organizational factors affecting sustainability of women empowerment in peace-building projects. It is categorized in various sections including empirical review, followed by the theoretical review and then identification of the research gap and lastly the chapter wind up with conceptual framework and a summary of the chapter.

2.2 Theoretical Framework

This study will be founded on the systems theory and social feminist theory. The subsequent section discusses the theories individually.

2.2.1 Systems Theory

The system theory was formulated by biologist Ludwig Von Bertalanffy and it examines the interaction among a group of entities. John (1983) defined a system as a collection of entities that interact with each other. The main emphasis of the system theory is on the problems, relationships, structures, and interdependencies within a system, rather than on the static attributes of individual objects. In the context of Non-Governmental Organizations (NGOs) and their project implementation, this idea can be used to comprehend how team members interact within an organization. According to the systems theory, an organization is a social system in which members work together to complete tasks within a formal structure.

As stated by Koontz (2001), the systems theory posits that an organization does not exist in isolation. It is not solely reliant on its environment but is also a component of a broader system, for example as society or the economic system it operates within. The systems approach encompasses both interpersonal and group behavior, emphasizing the importance of cooperation within the system. This theory suggests that managers within NGOs should consider the role played by all elements of the organization rather than addressing them separately.

2.2.2 Social Feminist Theory

Social feminist theory is a theory and method of study developed by Marx (1859) as cited in Marx (1972). Mainly, the theory acknowledges the mechanisms by which economic

systems shape the society as a whole and determine everyday life. It focuses on exploring and describing the means by which women are subjected through the systems of capitalism. Marxist feminists argue that women's liberation can only be achieved through the radical reconstruction of the contemporary capitalist economy, in which, they assert, much of women's labour is not paid. According to the theorists in this tradition, for instance Benston (1969) and Morton (1971), assert that there are two main types of divisions of labour in the capitalist system. First division is productive, whereby the labour is used to produce goods and/or services that have monetary value and remunerated with a wage. Second form of division of labor is reproductive, this is associated with family and home including all what people do for themselves, not meant for earning a wage.

Feminist theory is often associated with advocating for women's rights, but this perspective is overly simplistic and reductionistic. Feminist theory goes beyond this narrow focus and seeks to understand the world and our everyday experiences in a broader context. It acknowledges that the oppression of women cannot be solely attributed to other social relationships, such as class systems, as some feminist theories suggest. Social feminists contend that in order to attain gender equality and bring about larger social change, sexism must be fundamentally transformed because it is rooted in the social ties of patriarchal capitalism (Shanley, 2021). Recognizing that women make up half of the population in post-conflict societies, it becomes imperative to incorporate women into peacebuilding efforts, policy-making, and decision-making processes to achieve sustainable peace in the long run. In line with this perspective, the present research adopts a feminist ideology as its theoretical framework to explore the factors influencing women's involvement in peacebuilding projects.

2.3 Empirical Studies.

In this section, the relevant empirical studies are reviewed in line with the research objectives. The empirical studies are organized as per each of the variables.

2.3.1 Sustainability of Women Empowerment in Peace-Building Projects

Women's participation is critical to the establishment of long-term peace. When fifty percent of the global population is excluded from participation, global peace cannot be established. Despite the passage of UN Security Council Resolution 1325 over 10 years ago, which aimed to increase women's involvement in global security issues, women's participation in peace settlements remains

low. Despite considerable progress, women continue to be underrepresented in public posts, peace discussions, and peacekeeping missions. Women's demands and views are regularly ignored in post-conflict disarmament, demobilization, and reintegration (DDR) procedures, and in security sector reform, judicial rehabilitation, and the building of the rule of law. Numerous conflicts are mostly associated with extensive sexual and gender based violence, that mostly endures after the war has ended and is frequently associated by a lack of responsibility for those involved. Women's incorporation into economic activities and leadership roles in post-conflict nations is hampered by the continued absence of physical security and the presence of significant legal hurdles.

For there to be long lasting peace, women participation is imperative. Global peace cannot only be achieved by only half of its population. Beyond a decade following the adoption of the resolution 1325 by the UN Security Council on strengthening the women empowerment sustainability in matters of global security, there is still a negligent number of women engaging in peace settlements. Despite there being improvements, there is still underrepresentation of women in peace making missions, negotiation table and more so in public offices. Women views and needs are often disregarded in post conflict disarmament, demobilization and reintegration and even in reforms in security sector, justice rehabilitation and the rule of law (Omotto, 2017). Extensive sexual and gender violence are a resultant of most conflict and was there are normally done by the perpetrators of war. Continued absence of physical security as well as there being notable legal constraints in post conflict societies impedes involvement of women in both leadership and economic life. To improve women participation involves implementing best practices such as; deploying gender balanced peacekeeping units, a government wide approach to security and legal reforms and more deliberate involvement of women in community level agendas for national budgets and international programs (UNHCR, 2016).

As warfare patterns have evolved, the traditional roles that women used to play have started to diminish. The decision-making processes regarding going to war now primarily rest in the hands of militias and insurgent groups, which are predominantly comprised of men. Women's participation in decision-making is still unclear, even when they are seen as culprits and part of these fighting forces. Although there are some strong female commanders in rebel movements, men have historically occupied the majority of positions of leadership in these organizations.

Women tend to play important roles despite this change in how they are perceived, going from being protected to being targeted (Corey and Levine, 2011). In actuality, the repercussions of these conflicts on women have been both empowering and disempowering. It has served as a unifying factor, encouraging women's organizations (particularly at the grassroots level) to create alternative plans intended to change abusive institutions, customs, and relationships on all scales. It has also tried to improve gender relations, particularly women's access to leadership roles and decision-making processes.

In Kenya, women peace builders primarily employ traditional methods of peacebuilding in order to communicate effectively with their communities. There is a widespread belief that women have no boundaries, that they can go anywhere and are not limited by tribal affiliations. Peace is seen as their responsibility. For example, within the Kalenjin community, women would carry green grass or leaves when they wanted their men to cease fighting. This symbolic act conveyed the message to the men to stop the conflict. Similarly, in the Pokot community, women utilize skin belts known as *legetio* to prevent their men from engaging in violence (Barasa, 2000). The *legetio* is a belt made from animal skins traditionally worn by women to reshape their stomachs after giving birth. During times of war, mothers use the *legetio* to either protect or curse their children and husbands by either tying or untying it.

2.3.2 Monitoring and Evaluation on Sustainability of Women Empowerment in Peace-Building Project

Monitoring and evaluation (M&E) has become an essential tool for attaining economic and social sustainability. It offers organizations the means to assess program performance by measuring progress and effectively managing inputs and outputs to attain optimal outcomes. M&E aids project stakeholders in evaluating if progress aligns with expectations. Monitoring involves the continuous collection and analysis of data to inform project managers about the progress toward established goals. Evaluation, on the other hand, provides a comprehensive assessment of both short-term and long-term impacts, revealing what worked, what did not, and suggesting improvements for future projects. The deployment of sufficient resources, including cash and staff time, must be taken into account when making plans for M&E. Additionally, community partners can be an effective method for proving responsibility, and stakeholder involvement in the design and implementation of M&E is essential (Hettmut, 2002).

In China, during the late 1900s, a new system of monitoring and evaluation (M&E) was established across various government initiatives. Furthermore, there was a subsequent institutionalization of M&E at the audit level (Wong Christine, 2012). The audit function plays a crucial role within the M&E system. As outlined in the post-transition Constitution of 1982, the National Audit Office (NAO) was established, mandating the creation of audit offices at the national, provincial, municipal, and county levels. Currently, the national network consists of approximately 3,000 audit offices with 80,000 auditors working there (Yang, Xiao, and Pendlebury, 2008). A new Performance Monitoring strategy was established in the provincial capital of Guangzhou, focusing ex post review of expenditure initiatives (Ma and Wu, 2011).

In Shanghai, M&E practices have also influenced the budgeting process through the implementation of results-oriented performance budgeting, which includes ex post evaluation of spending programs. In this approach, the Finance Bureau collaborates with relevant departments to tailor the budget as per the outcomes from evaluation. As a result, there has been an increase in rural workers' and relocated residents' employment subsidies through the Bureau of Labor and Social Security (Zhao, Li, and Li, 2011).

In Africa, various countries are adopting monitoring systems that address the political demand for reporting on performance against targets. For example, in South Africa, performance monitoring reports are generated on a quarterly basis and are associated to the performance agreements of ministers and government departments. These reports serve as tools for discussions and reflections within the cabinet. Many African countries also organize retreats to review government performance. For example, Ministers and senior government officials attend retreats held twice a year in Uganda, when reports are examined and recommendations are made (Porter, 2012).

Dellote's (2014) in their investigative study on M&E systems in Africa highlights the presence of extensive reporting mechanisms in Ghana, Kenya, and Benin. This is evident from the significant allocation of resources to M&E in these countries. Government bodies in these countries are

required to provide comprehensive annual progress reports, emphasizing the importance of evidence and accountability. In Ghana, M&E is overseen by both the Policy Evaluation and Oversight Unit (PEOU) and the National Development Planning Commission (NDPC), reflecting a dual institutional mandate. However, it is crucial to recognize that the establishment of new M&E units should be accompanied by an understanding of what institutes high-quality M&E. This knowledge ensures that the new units contribute to the existing body of evidence rather than creating parallel systems (Porter, 2012).

Porter suggests that while the demand for evidence is growing, monitoring still remains predominant. Efforts are being made to line up monitoring systems with evolving local demands. Moreover, there is proof of growing demand for government-led evaluation systems. However, the challenge lies in the fact that the development of M&E systems is yet to be integrated into comprehensive reform efforts aimed at introducing a results-based approach to public services in these countries. The concepts of results are not yet fully integrated into the planning, budgeting, and M&E systems of African cases. Furthermore, the results-based approaches implemented in these systems seem to create incentives that prioritize upward accountability, neglecting the more developmental uses of M&E evidence.

Referring to a study undertaken by UNICEF (2006) in Gabon, it was found that a significant number of women lack access to formal education. Research also shows that boys tend to achieve higher levels of education compared to girls. Furthermore, some girls experience early pregnancies, which often leads to discouragement and discontinuation of their education. In situations where resources are limited, priority is given to supporting boys' education while girls are often expected to contribute to the family's economic situation, leading to their exclusion from schooling (UNICEF, 2006). These circumstances, along with social discrimination, significantly reduce their opportunities to acquire the necessary skills for attaining positions in public decision-making and participating in political processes

2.3.3 Skills Factors on Sustainability of Women Empowerment in Peace- Building Projects.

The limited recognition of women's educational capabilities and diverse skills, as well as the prevailing association of women with peace, have imposed restrictions on their contribution to the peacebuilding process. Examples can be seen in countries like Nepal, Sri Lanka, and Colombia, where women's lack of capacity has hindered their participation in peacebuilding efforts. This

highlights the importance of empowering women who possess the necessary capacity, will, and power to make significant contributions in this area, often surpassing their male counterparts. It is crucial to acknowledge that both women and men possess the capacity, will, skills, and potential for peacemaking, and they share the responsibility of building and maintaining peace. Consequently, it is unjustifiable to point accusatory fingers or underestimate the educational potentials, skills, and capabilities of women (Irvine, 2013).

The adoption of UN Security Council Resolution 1325 in 2000 recognizes the untapped potential and underappreciated contributions of women in preventing war, peacebuilding, and striving for social justice, including respecting the rights of all people and equal representation. The effective implementation of this resolution relies on political support from civil society, international organizations and member states, as its growth and impact depend on their collective efforts. Despite the fact that some peacebuilders underestimate women's educational abilities and competencies, women have continually exhibited distinctive strengths in academics, skills, and coalition formation throughout societal divides produced by civil conflict. As a result, women ought to be regarded as a dependable and diversified set of social actors with unique experiences and qualities that extend beyond their personal agendas and are mostly unexplored. Most women's agendas address the demands of society as a whole while also addressing the special concerns of women.

Active participation in peacebuilding efforts is more common among women who possess the necessary knowledge and skills in this field. The significance of women's contribution to peacebuilding, guided by their expertise in the process, is emphasized in UN Security Council Resolution 1325, which envisions a world where women play a crucial role in peacebuilding efforts. Agbalajobi (2010) argues that the ECOWARN system within the ECOWAS Peace and Security Architecture in West Africa is predominantly male-dominated due to the lack of skills and expertise among women in this area. This has resulted in a limited contribution of women to the peacebuilding process. According to Rielly (2013), only by providing women from both conflict and non-conflict situations with the required information and skills in peace processes can this situation be remedied.

It is critical to recognize that knowledge and skills are context-specific. Consequently, a significant barrier to women's involvement in peacebuilding efforts is the lack of context-specific skills. This

challenge is prevalent because many existing peacebuilding theories and methodologies are gender-neutral (Speake, 2013). Many training approaches utilized in Africa, for example, use highly technical language and concepts that are unknown to women in the region. Given the high rates of illiteracy among African grassroots women, it is critical to simplify the training approach by adapting the content to their realities. Women confront inequities in access to school, resulting in lower literacy rates, giving the impression that women are unprepared to participate in peacebuilding. Social conventions and attitudes promote gender stereotypes, making it more difficult for women to participate in education and capacity-building programs (Alaga, 2010).

Kiruthu (1996) who undertook a study in Kenya of Education inequalities identified that women low literacy level were the key hindrance to their participation. Women, according to scholars in a number of nations, lack the requisite knowledge to take part in decision-making. Women are likely to be hesitant to participate due to low education and social conceptions that they require formal education to take part in peace-building, even if they offer critical insights into the effects of conflict on local women. Moran (2010) discovered that projects that assist women's education and literacy, in addition to those that address impediments to girls' education, can be critical for women to take part in peace building. It is necessary to undertake efforts involving both men and women to promote awareness of the significant insights that women's experiences of conflict can offer to peace and reconstruction planning. This awareness should not be dependent on women's educational level. By engaging both genders, we can recognize and utilize the valuable perspectives and knowledge that women bring to the table, enhancing the effectiveness of peace and reconstruction initiatives.

2.3.4 Stakeholder Involvement on Sustainability of Women Empowerment in Peace-Building Projects.

The participation of women in peacebuilding projects is predisposed by stakeholder engagement plans and the availability of resources essential for carrying out project activities, particularly during the implementation phase (Project Management Methodology, 2015). According to Benson (2015), stakeholder engagement plans are instrumental in guaranteeing the fruitful results delivery in peacebuilding projects and maintaining project focus. Similarly, the study conducted by Mirza and Ehsan (2016) on the development of a project complexity index highlighted how project

execution plays a crucial role in addressing numerous uncertainties encountered in peacebuilding projects.

Freeman (1984) conducted a study that defines stakeholders as groups or individuals who have the ability to impact or are impacted by the objectives of an organization. In simpler terms, stakeholders are groups or individuals who are affected by the performance of an organization either directly or indirectly. Stakeholder management is said to be effective when all the stakeholders are considered and involved in each and every phase of the project (Fraz et al., 2016). Project Management Body of Knowledge (PMBOK), states that project stakeholders are the organizations or individuals that are engaged actively in the project and those whose interests might be affected whether negatively or positively by the performance or the completion of the project.

Macharia (2013) suggests that a project can be considered successful if it meets certain criteria, including being completed within the scheduled timeframe (time criterion), staying within the allocated budget (monetary criterion), achieving the majority of the initially established goals (effective criterion), and gaining the approval of stakeholders (satisfaction criterion). Macharia further argues that there is substantial evidence indicating that stakeholder participation can enhance the quality, effectiveness, and long-term viability of development and peacebuilding projects, while also fostering the commitment of governments, beneficiaries, and other stakeholders. Murungi (2015) agrees that it is impossible to satisfy all interests. The selection of which stakeholders are regarded key is necessarily political and involves ethical considerations.

The complexity of peacebuilding projects can significantly increase due to the involvement of numerous stakeholders. Each stakeholder typically has their own interests in the project, leading to different priorities and potential conflicts (Ka, Geoffrey, & Yang, 2015; Karlsen, 2002). Failure to adequately consider the requirements, wishes, and concerns of stakeholders can result in project failure. Successful peacebuilding projects require active participation and contributions from stakeholders, as they are the ones who ultimately evaluate the project's success beyond the delivery of its outcomes. These evaluation criteria are often implicit and may evolve throughout the project. This poses a significant challenge for project managers. To improve project outcomes, it is crucial for project managers to enhance stakeholder management by considering their interests, needs, and requirements, and effectively managing them to guarantee project success (Aaltonen, 2010; Ika, 2012; Jepsen & Eskerod, 2013; Yang, Shen, Ho, Drew, & Xue, 2014).

Multiple scholars, including Aaltonen (2010) and Yang et al. (2014), have identified ignorance or poor stakeholder management as a significant factor leading to project failure. Numerous studies have emphasized the significance of managing stakeholders in peacebuilding projects and have cited the failure of project managers to address issues, complaints, and interests as causes for project failure. (El-Sawalhi & Hammad, 2015; Wessinger, 2012; Yang et al., 2011). As a result, project stakeholder management has become recognized as an essential component of project management and a factor in project success.

As is clear from the majority of project stakeholder literature, the fundamental assumption is that stakeholder management is not only a vital success factor for project success (Aaltonen, 2010; Atkin, Brian, and Skitmore, Martin, 2008; El-Sawalhi& Hammad 2015; Jepsen and Eskerod,2013; and Yang et al., 2011), but unavoidable activity of any project and project management process. A project is only as successful as its stakeholders believe it to be. As a consequence, there is a large body of academic work regarding how to recognize and handle stakeholder interests and relationships. In this most recent edition of the PMBOK guide, one of the project management techniques, a complete new 10th knowledge area regarding stakeholder management was included, indicating that more focus is being placed on this issue than ever before (PMI, 2013; Burkeo&oBarren,o 2014).

To ensure stakeholder acceptance of a peacebuilding project, it is essential to involve beneficiaries in all stages of the project, from design to evaluation. Neglecting stakeholder involvement throughout the project lifecycle can result in a lack of stakeholder buy-in, which may lead to complete project paralysis, even if implementation is swift. Furthermore, without stakeholder involvement, funding for the peacebuilding project may not be released, preventing its initiation. Engaging stakeholders allows residents to gather more information about the project, enabling them to make informed decisions and actively participate in improving the well-being of the beneficiaries. Rather than being allocated a portion of the peacebuilding project, involving communities gives them the opportunity to proactively influence the design, implementation, and management of the project.

2.3.5 Project planning on Sustainability of Women Empowerment in Peace- Building Projects.

The initial phase of project implementation necessitates careful consideration of what tasks will be undertaken, how they will be executed, the underlying rationale, and the estimated costs involved. The project planning process should encompass various elements, such as defining the necessary procedures, determining the overall scope of activities, establishing clear objectives, and identifying the strategies required to achieve those objectives (Project Management Institute, 2013). However, a study conducted by Dinka, Chala, Dawo, Bekana, and Leta (2016) in Ethiopia revealed that rural development programs undertaken by Islamic NGOs, that included training implementers on appropriate project management and giving a nucleus flock of Rhode Island Red developments, did not attain their anticipated performance due to weak planning. The study found that the needs of the implementers were not adequately considered, leading to poor project planning. Similarly, Idoro (2017) demonstrated that the level of project planning directly influences project delivery and subsequent performance. Idoro (2017) further emphasized the importance of ensuring stakeholder commitment and the allocation of sufficient resources in project planning.

Solomon (2015) highlighted that early planning, stakeholder involvement, effective resource coordination, and clear communication play influential roles in project performance. Ceylan (2016) recognized the significance of planning in providing a comprehensive scope and specifications, while also asserting that technical plans are crucial for project performance. On the other hand, Lemma (2014) conducted a study that involved collecting data from forty-three entities regarding previously performed projects. Descriptive analysis and correlation were applied in the data analysis.

The research conducted by Lemma (2014) revealed a limitation in the methodology as it did not specify the research design and sampling method used. LaFond (2005) contends that companies managing local community projects must employ successful stakeholder engagement tactics in order for projects to be sustainable. Furthermore, these organizations must create local institutional structures to encourage stakeholder participation (Bossert, 2014). To ensure the long-term sustainability of women's peacebuilding projects, all community leaders and pertinent organizations must be involved.

Duncan (2015) emphasizes the importance of all parties involved in the planning process having a clear understanding of the project's objectives. Insufficient or misguided planning is likely to occur if there is a lack of clarity regarding what the project aims to achieve. The purpose of defining the project scope is to determine the time and cost needed to successfully complete the project and satisfy the customer (Institute, 2017). It is essential that the project's objectives are perfectly in line with the organization's overarching mission, goals, and strategy. The project scope statement thus becomes the foundation for future project decisions by specifying the project boundaries and outlining how the scope will be managed throughout the project execution.

Project Management Institute (2017), opines that resource planning is a critical process that involves identifying the necessary people, equipment, materials, and other resources, along with their respective quantities, required to execute project activities and optimize the use of sustainable resources throughout the project lifecycle. These resources are then evaluated and activities are scheduled based on the project's budgetary planning cycle or funding constraints within specific timeframes. The project team, in consultation with the stakeholders, then schedules these activities over the planning period (Schwartz, 2012).

2.4 Summary of Empirical Literature and Research Gaps

From the above reviewed literatures, it was revealed that women are actively involved in negotiating for peace and utilize various techniques and resources to mediate and resolve conflicts, ultimately promoting peace. The review of various studies emphasized the importance of actively engaging women in peacebuilding and mediation projects, highlighting the need for women to have a united voice regardless of cultural or other affiliations. When women are united, they can play an integrated role, but when they are divided, they risk exclusion. Furthermore, the study found that women are often marginalized in peace processes, resulting in peace treaties and ceasefires that do not adequately address the perspectives, needs, and challenges of women and other vulnerable groups. This lack of inclusion hinders adequate preparation for their needs in post-conflict rehabilitation efforts. From analysis of relevant literature, the research has identified the following gaps as detailed in the table below. This study aimed to contribute to the current knowledge gap regarding the impact of women's empowerment on the sustainability of peacebuilding projects in Kenya.

Table 2.1 : Knowledge gap

Variable	Author and Year	Title of the Study	Findings	Knowledge gap
Sustainability of women empowerment in peace-building projects	Hayombe (2015)	Factors influencing Sustainability of women empowerment in peace-building process.	The study found out social, cultural and economic barriers have limited the Sustainability of women empowerment in peace-building process.	Only two social and economic aspects were examined in this study. The present research closes this gap.
Sustainability of women empowerment in peace-building projects	Deo, (2018).	Social Factors influencing women participation in the implementation of peace building process	The study established that cultural practices are the major barriers to women participation in peace building	This study specifically addressed socio-cultural challenges, but it did not explore other types of challenges. Therefore, the present study aims to bridge this gap by examining a broader range of challenges.
Monitoring and Evaluation	Diallo, A., &Thuillier, D. (2004)	M/E on the influence of techniques for implementation f a project.	The study examined the importance of management commitment in relation to the implementation of a project, specifically in the context of monitoring and evaluation techniques	Did not consider staff in line with monitoring and evaluation practices for implementation of peace building projects

Monitoring and Evaluation	Siobhán, (2015)	Factors affecting women's participation in implementing peacebuilding initiatives	The study found out that social, cultural factors hinder gender parity	This study was conducted in USA while this study will be in Kenya.
Skills Factors	Bräuchler and Naucke (2017).	sociocultural elements that affect the sustainability of women's empowerment in projects that promote peace	Hardcore business is for the men as women deal with everything else.	This report fails to acknowledge the emerging trends of women occupancy in careers that were traditionally patriarchal.
Skills Factors	Jenkins (2015)	The role of women in peace building in conflicting society	The study found that cultural practices pose significant barriers to women's involvement in peacebuilding efforts.	This study addressed socio-cultural challenges exclusively and did not consider other types of challenges. The present study aims to address this gap by examining a broader range of challenges Quantitative data will be applied
Stakeholder Involvement	Friedman and Miles (2016).	Stakeholder relationship management on project and government, project and community, project and donors, project and other	Effective stakeholder relationship management is crucial for ensuring a successful project launch and smooth implementation. It entails managing the relationships between the	The author acknowledged the significance of stakeholder relationship management in ensuring a successful project launch. However, they did not explicitly identify the key stakeholders involved in

			project and various stakeholders, including the government, community, donors, and other relevant entities.	Peacebuilding projects.
Project planning	Diallo, A., & Thuillier, D. (2004)	Stakeholder Participation in project identification, project planning and project implementation	The study findings revealed a positive and significant relationship between stakeholder participation in project identification, planning, and implementation, and project performance. Additionally, peace dividends projects have the potential to contribute to reconciliation, provided that they are tangible and the connection between the project and peacebuilding outcomes is clearly communicated to the communities	The study did not specifically examine the involvement of community members in project planning, nor did it explore the institutional factors associated with peacebuilding projects. Additionally, the study did not employ a quantitative approach using a survey design to collect primary data

2.5 The Conceptual Framework

The conceptual framework that depicts interrelationships amongst the study variables is as shown in Figure 2.1

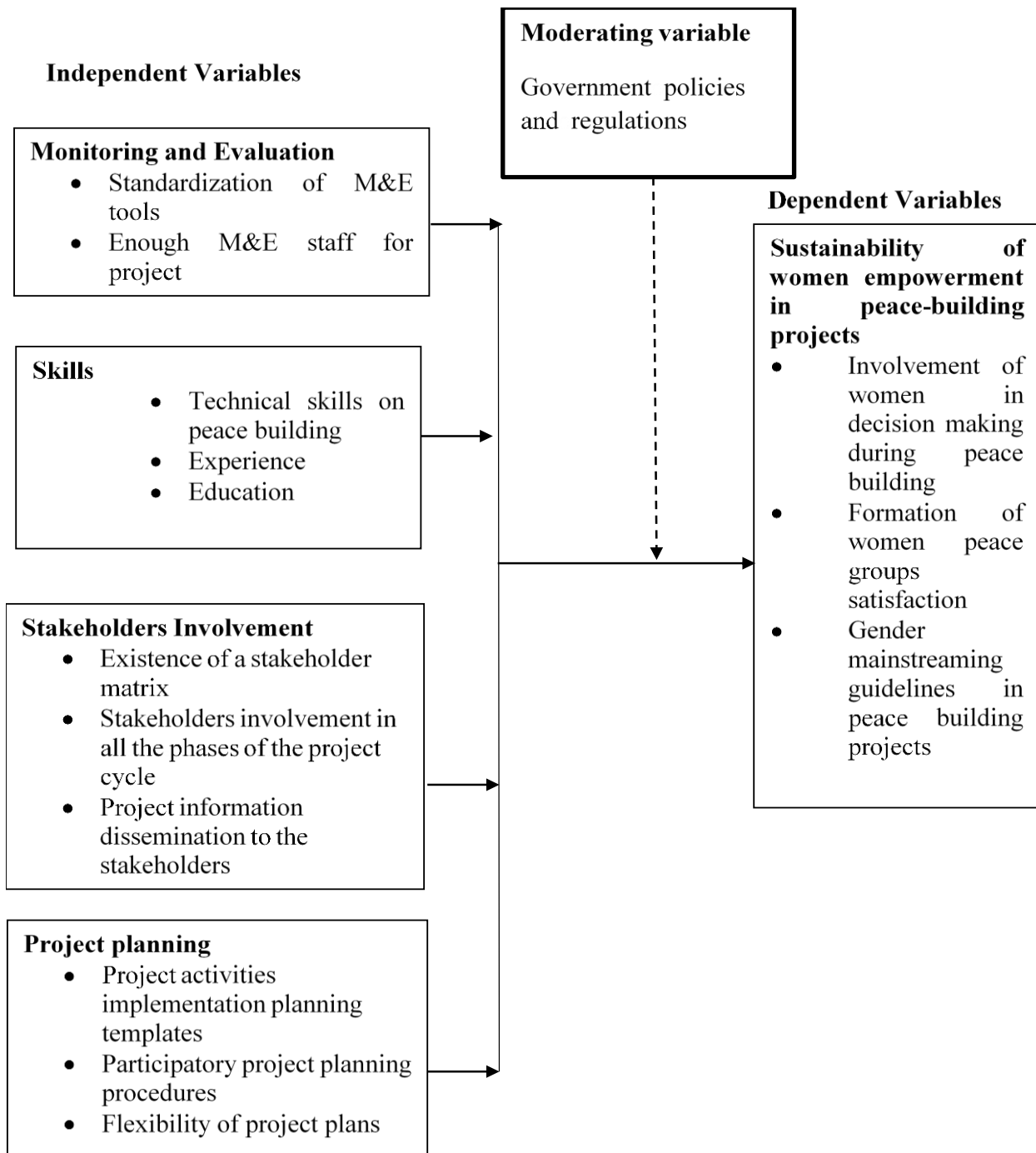


Figure 2.1: The Conceptual Framework

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter gave a comprehensive overview of the methodology and techniques employed in the study for collecting primary data. The chapter includes a research design, the population targeted and the sampling technique and sample size, the instrument of data collection and data collection procedure, data analysis method, pilot testing, reliability and validity of the study instrument, the operationalization of variables and finally the ethical consideration made.

3.2 Research Design

In the current study, the research employed a descriptive research design. The aim of a descriptive research design is giving a description of the unit of analysis in details, in context and in whole. This design is utilized because it assisted in gathering data that allowed the researcher to accomplish the research objectives. Descriptive research includes collecting data describing occurrences, organizing, tabulating, depicting, and describing the acquisition of data (Tetnowski, 2015). Reference to Roller and Lavrakas, (2015). a descriptive study is aimed on revealing the what where and how of a condition or occurrence or a phenomenon. This approach therefore aided in attaining of the objectives. The design also enabled the research to conduct in-depth interviews, integrate literature and perform actual survey as the primary approaches of collecting data. Through this design it was also be probable for the researcher to collect quantitative data and establish the relationship amongst the various variables and therefore make interpretation of the general relationship amongst variables.

3.3 Population of the study

The study targeted women groups, community-based organizations (CBOs), and non-governmental organization (NGO) project leaders operating in Kamukunji Sub County. These groups were selected based on their active roles in peacebuilding within the community, as they have a greater collective impact compared to individual women whose opinions may be fragmented and difficult to locate. The unit of analysis in this study refers to the primary entity or group being examined, focusing on the what or who is being studied. Research on social groups and behaviors often involves analyzing and aggregating the behaviors of individual members within those groups (Castillo, 2009). In this study, the unit of analysis was individual women who

are 18 years of age or older and have held leadership positions in CBOs and NGO projects for a minimum duration of one year. Kamukunji Sub County has a total of 234 registered women self-help groups, primarily engaged in small-scale businesses, as indicated in the Nairobi Integrated Development Plan (2021). The target population is presented in Table 3.2

Table 3.2: Target Population

Target Group	Target Population
Registered Self-Help Groups (Women)	234
CBO	43
NGOs Project leaders	21
Total	298

(Nairobi Integrated Urban Development Plan, 2021)

3.4 Sample Size and Sampling Procedure

A population is the set of cases that the researcher wishes to investigate. As per Burkholder and Crawford, (2016), population may also denote to the group of all individuals, families, and groups that the researcher wants to learn more about. The study was undertaken in Kamukunji Sub County. A target population generally describes the total number of units which the researcher wants to study and to which she or he intends to generalize the findings (Rahi, 2017).

3.4.1 Sample Size

Sample size refers to the subset of the population that is included in a study. It involves selecting and analyzing a relatively small number of individuals, events, or objects in order to gain insights about the entire population (Malterud, Siersma & Guassora, 2016). In this study, the sample size was determined using the formula provided below:

$$n = N / (1 + Ne^2)$$

n = Required sample size

N = Targeted population

e = Margin of Error 0.05 (at 95% confidence interval)

Henceforth, sample size (n) = $298 \div (1 + 298 (0.0025))$

= $298 \div (1 + 8.975)$

= $298 \div 9.975$

n = 170 respondents

Table 3.3 Sample Size

Category	Number of population per category	Proportionate sample size (x/298*170)
Registered Self-Help Groups (Women)	234	133
CBO	43	24
NGOs Project leaders	21	11
Total	298	170

3.4.2 Sampling Procedure

Since the target population naturally presents itself in sub groups or strata; stratified random sampling procedure was applied in selecting the sample. Proportions was observed as they exist in the accessible population. The merit of this procedure is that it increases representativeness particularly when the sample is not so large. The procedure was relevant for the study since it safeguarded that all the pertinent characteristics of individuals in the population was considered in the same proportion in the selected sample (Lewis, 2015). The study used purposeful sampling to identify the groups and organizations participating in the research. This approach was chosen since it aided the researcher to specifically select groups with a proven track record of involvement in peacebuilding activities. Additionally, purposive sampling was used to select individual participants who had direct experience and engagement in peacebuilding efforts. The researchers

was also be able to pick responders that are conveniently accessible and knowledgeable in group activities.

3.5 Data Collection

This study employed primary data that was collected via interview guide and questionnaire. Mugenda and Mugenda indicates that when data is collected a response rate of 50% is sufficient 60% is good when beyond 70% is excellent. The questionnaire composed of both semi structures and structured question organized in two main themes: Understanding perceptionst peace, security and peace building and sustainability of women empowermentoin peace building projects. Before embarking on collection of data, the researcher sought an introductory letter from the university of Nairobi after which the researcher proceeded to take the letter to the country government of Nairobi for an additional authorization to gather the data. A permit was also be sought from NACOSTI in order to undertake the study. The researcher visited the groups to gather data throughout several days. The researcher employed a self-managed strategy to gather information from respondents. This lowered data gathering costs and improved the collection rate of the questionnaire properly completed. To attain a satisfactory response rate, the respondents were given three day to fill out the questionnaire because of their busy work schedule and the necessity to get an impartial and unhurried answer. Furthermore, the researcher made telephone calls and personal visits to remind respondents to complete in the questionnaires and return them, and promised them a copy of the report. Data collection ethic was observed where the researcher while collecting data through seeking consent from the interviewees.

3.5.1 Pilot Testing of Research Instruments

Reference to Cooper and Schindler pilot test is carried out for the detection of design faults and instrumentation and for the proxy data for selecting a probability sample. The tests was be performed on 10 workers from Kibra Sub County using the questionnaire. The guideline is that the pilot test ought to be 10 per cent of the sample (Mohajan, 2018). This is the suggestion of the proposed pilot test. By random sampling, the pilot test group was selected. This was done to validate the research instrument's accuracy and dependability. (Kumar,2018).

3.5.2 Validity of Research Instruments

The validity of the instrument relates to the accuracy of the research instrument and its technical soundness. It is to what extent a test measures what it aims to assess. The questionnaire or interview guide in this case is considered valid when the required parameters are measured (Avella, 2016). The supervisor evaluated the content, clarity, and appropriateness of the tools in terms of their relevance to the research objectives and their suitability for the study's structure. This assessment was conducted to enhance the validity of the instrument from a research standpoint. The content validity index (CVI) was utilized to measure the validity of the instrument in the study. This involved calculating the CVI by dividing the total number of valid items by the total number of items in one instrument. An instrument scoring above 0.7 was considered valid for use in the study. The researcher looked for opinions from specialists in the subject of study, in particular the supervisor, on the validity of the research instrument.

3.5.3 Reliability of Research Instruments

Instrument's reliability relates to the extent to that which instrument provide reliable measurements each time they are given to the same persons (Jam, 2016). A pre-test was conducted out for the purpose of assessing questionnaire's reliability. To test the internal consistency between the research variables, a reliability analysis was employed. For all the questions in the questionnaire, the reliability of the studied measures was measured by computing Cronach's alpha coefficient. A construct composite reliability (Cronbach alpha) of 0.7 or more is deemed appropriate for all structures. The value of alpha varies from 0 to 1 with increased reliability when the value increases. Coefficient of 0.6-0.7 is a frequently acknowledged thumb rule which suggests a satisfactory reliability and 0.08 and above shows good reliability (Mohajan, 2018). In order for a questionnaire to have good internal consistency it ought to have high alpha coefficients; all instruments having a 0.7 Cronbach's alpha coefficient of 0.7 are regarded as credible. Individual elements in a single device must yield strongly correlated results that indicate the homogeneity of the objects. This is confirmed by the Cronbach alpha, which examines all potential split halves. A correlation coefficient greater than or equal to 0.7 is acceptable. The Cronbach's alpha coefficient in this study was 0.75, indicating that the research instrument was credible.

3.6 Operationalization of Variables

Table 3.4 exhibit the way all the variables are operationalized.

Table 3. 3 Operationalization of Variables

Objective	Variables	Indicators	Measurement scale	Types of Analysis	Tools of Analysis
To determine perceived factors influencing sustainability of women empowerment in peace-building projects	Dependent variables Women peace-building projects	<ul style="list-style-type: none"> •Formation of women peace groups satisfaction •Gender mainstreaming guidelines in peace building projects 	Ordinal	Descriptive Inferential statistics	Frequency percentages Means and standard deviations Pearson correlation
To determine the influence of monitoring and evaluation on sustainability of women empowerment in peace-building projects in Kamukunji Sub-County, Nairobi County, Kenya	Independent variables monitoring and evaluation	<ul style="list-style-type: none"> • Standardization of M&E tools •Enough M&E staff for project •Adequate funds for M&E 	Ordinal	Descriptive inferential statistics	Frequency percentages Means and standard deviations Pearson correlation
To determine the influence of skill factor on sustainability of women empowerment in peace-building projects in Kamukunji Sub-County, Nairobi County, Kenya	Independent variables Skill factors	<ul style="list-style-type: none"> • Technical skills on peace building •Experience •Education 	Ordinal	Descriptive inferential statistics	Frequency percentages Means and standard deviations Pearson correlation
iii. To determine the influence of stakeholders involvement on sustainability of women empowerment in peace-building projects in Kamukunji Sub-County, Nairobi County, Kenya.	Independent variables Stakeholders involvement	<ul style="list-style-type: none"> •Existence of a stakeholder matrix •Stakeholders involvement in all the phases of the project cycle •Project information dissemination to the stakeholders 	Ordinal	Descriptive inferential statistics	Frequency percentages Means and standard deviations Pearson correlation
iv. To examine the influence of project planning on sustainability of women empowerment in peace-building projects in Kamukunji Sub-County, Nairobi County, Kenya	Independent variables Project planning	<ul style="list-style-type: none"> •Project activities implementation planning templates •Participatory project planning procedures 	Ordinal	Descriptive inferential statistics	Frequency percentages Means and standard deviations

3.7 Data Analysis

Before inputting the data collected into SPSS for analysis, a thorough review was conducted to ensure its completeness and consistency. The study employed descriptive statistics, such as the means and standard deviation, to analyze the findings. Descriptive statistics were chosen because they allow for a clear representation of the distribution or count of individual population scores for a specific variable. The analysis outcomes were presented in tables, pie charts, frequency distributions, and graphs to provide a comprehensive visual representation

To examine the association between the independent and dependent variables, the researcher employed inferential statistics, specifically correlation analysis and multiple regression analysis. Correlation analysis, specifically the Pearson correlation coefficient, was used to assess the strength and direction of the association between the variables. Additionally, multiple regression analysis was conducted to determine the extent of the relationship among the variables. These statistical techniques helped to establish the nature and significance of the relationships between the variables under investigation whereas multiple Regression analysis was undertaken to test how the independent variables and the dependent variable relate to each other. F statistic was applied to assess the validity of the model in estimating how the relationship of the variables. The below formulated multiple regression model was used:

Where Y= Sustainability of Women empowerment in Peace-Building Projects

B0 = Constant

$\beta_1, \beta_2,$ and β_3 are Coefficients

E = error term

X1= Monitoring and Evaluation

X2= Skills Factors

X3= Stakeholder Involvement

X4= Project planning

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CHAPTER FOUR DATA ANALYSIS, PRESENTATION AND INTERPRETATION

4.1 Introduction

The researcher collected using interview guides and questionnaires were analyzed in consistency with the objectives of the study. The data was analyzed for both inferential and descriptive statistics and the results were presents in figures and tables for ease of interpretation and conclusion.

4.2 Response Rate

The main primary data collection tool was a questionnaire. All the administered questionnaires were 170 out of which only 105 questionnaires were fully completed and returned back meaning the response rate was 61.7% and non-response rate was 39.3%. The table 4.1 below gives the response rate.

Table 4.1 Response Rate

Research instruments	Sample size	Percentage (%)
Returned	105	61.7
Not Returned	65	39.3
Total	170	100

Kothari (2004) suggests that a return rate of over 50% is sufficient for a study, which means that a response rate of 61.7% would be considered excellent.

4.3 Demographic characteristics

4.3.1 Gender of the respondents

The researcher implored the respondents to specify their gender. From the analyses all the 105 respondents to the study were women. This is because the study focus was on women empowerment projects and women were the target of the study. Table 4.2 following shows the findings.

Table 4.2 Gender of the respondents

	Frequency	Percent	Valid Percent	Cumulative Percent
Female	105	100.0	100.0	100.0

4.3.2 Age Brackets

The respondents were implored to specify their age brackets. From the findings 14.3% (15) were aged between 18 to 25, 19% (20) were aged 26 to 30, 31.4% (33) were aged between 31 to 35 while 35.2% (37) were aged above 36%. These outcomes indicate that a majority of the respondents are adults hence mature and reliable to give valid data for this research. Table 4.3 below shows the outcomes.

Table 4.3 Age Brackets

	Frequency	Percent	Valid Percent	Cumulative Percent
18 to 25	15	14.3	14.3	14.3
26 to 30	20	19.0	19.0	33.3
31 to 35	33	31.4	31.4	64.8
Above 36	37	35.2	35.2	100.0
Total	105	100.0	100.0	

4.3.3 Academic Background

The respondents were implored to indicate their academic backgrounds. This enabled the researcher to understand the education level of the respondents. The findings exhibited that most of the respondents had a certificate 33% followed by Diploma with 27.6%, undergraduates with 25.7%, masters with 7.6 and post graduate with 5.7%. This showed that the women in empowerment projects were above the basic education levels. Table 4.4 below show the results.

Table 4.4 Academic Background

	Frequency	Percent	Valid Percent	Cumulative Percent
Certificate	35	33.3	33.3	33.3
Diploma	29	27.6	27.6	61.0
Undergraduate	27	25.7	25.7	86.7
Postgraduate	6	5.7	5.7	92.4
Master's Degree	8	7.6	7.6	100.0
Total	105	100.0	100.0	

4.3.4 Marital Status

The respondents were additionally implored to specify their marital status. This is was important for the research since it enable researcher know the nature of the women in empowerment projects in Kamukunji Sub County. From the findings most of the women were married with 61% (64) while the least were the widowed with 4.8% (5).

Table 4.5 Marital Status

	Frequency	Percent	Valid Percent	Cumulative Percent
Single	25	23.8	23.8	23.8
Married	64	61.0	61.0	84.8
Separated/Divorced	11	10.5	10.5	95.2
Widowed	5	4.8	4.8	100.0
Total	105	100.0	100.0	

4.3.5 Occupation

The respondents were implored to specify their employment status. From the findings shown below in table 4.6. Most of the respondents were in business represented by 61%, 26% were unemployed while those employed were 12.4%. This showed the most women in empowerment project in Kamukunji subcounty were business women.

Table 4.6 Occupation

	Frequency	Percent	Valid Percent	Cumulative Percent
Business	64	61.0	61.0	61.0
Employed	13	12.4	12.4	73.3
Non-employed	28	26.7	26.7	100.0
Total	105	100.0	100.0	

4.3.6 Experience in Peace Building projects

The researcher in addition requested the respondents to state the number of years they were involved in peace building projects. Table 4.7 below shows the findings that most of the respondents 32.4% had 6-9 years' experience, others 26.7% had 3-6 years' experience, and 14.3% had 9-12 years while 13.3% had 1-3 years and above 12 years equally. This indicated that the respondents to this study were well conversant with the current study and would provide valuable information to the researcher.

Table 4.7 Experience in peace building projects

	Frequency	Percent	Valid Percent	Cumulative Percent
1-3 years	14	13.3	13.3	13.3
3-6 years	28	26.7	26.7	40.0
6-9 years	34	32.4	32.4	72.4
9-12 years	15	14.3	14.3	86.7
above 12 years	14	13.3	13.3	100.0
Total	105	100.0	100.0	

4.4 Stakeholder involvement on Sustainability of Women Empowerment in Peace-Building Project

4.4.1 Descriptive Statistics

The researcher aimed to determine the influence that stakeholder involvement had on sustainability of women empowerment in peace building in Kamukunji Sub-County, Nairobi County, Kenya. The researcher posed two questions to the respondents. The first question was There is well written stakeholder engagement assessment matrix . From the findings 70.5% (74) responded that they have a well written stakeholders engagement assessment matrix while 29.5% (31) responded that

the do not have a well written stakeholders engagement matrix. These findings indicated that most of the women empowerment peace building projects had a well written stakeholder’s engagement assessment matrix.

Table 4.8 There is well written stakeholder engagement assessment matrix

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	74	70.5	70.5	70.5
No	31	29.5	29.5	100.0
Total	105	100.0	100.0	

The second question that was posed to the respondents was There is well written communication plan? From the findings 80% (84) of the respondents indicated that they had a well written communication plan while 20% (21) said they did not have a well written communication plan. These findings implied that most of the women empowerment in peace building projects had well written communication plan.

Table 4.9 There is well written communication plan?

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	84	80.0	80.0	80.0
No	21	20.0	20.0	100.0
Total	105	100.0	100.0	

The respondents were further requested to specify their level of agreement with statements on the role of stakeholder’s involvement on sustainability of women empowerment in peace building. The respondents rated their level of agreement in a five-point Likert scale. The results are presented in the table 4.10 below.

Table 4.10 Stakeholder involvement on Sustainability of Women Empowerment in Peace-Building Project

Statement	1 (%)	2 (%)	3 (%)	4 (%)	5 (%)	N	Mean	Std. Dev
Our project is well known in the areas we work	59 (56.2)	38 (36.2)	8 (7.6)	0 (0)	0 (0)	105	1.51	0.637
We are given a chance to contribute their own ideas on peace building.	35 (33.3)	54 (51.4)	6 (5.7)	10 (9.5)	0 (0)	105	1.91	0.878
The peace building project activity decisions, recommendations and successes (e.g. peace agreements) are highly disseminated in the group	8 (7.6)	79 (75.2)	2 (1.9)	12 (11.4)	4 (3.8)	105	2.29	0.906
Too much stakeholder involvement could lead to undue influence on the execution of project activities.	0 (0)	26 (24.8)	20 (19)	29 (27.6)	30 (28.6)	105	3.6	1.149
We involve local government in our peace building projects.	70 (66.7)	30 (28.6)	5 (4.8)	0 (0)	0 (0)	105	1.38	0.578
Coordinating and working with other peace building projects in this area is challenge	0 (0)	0 (0)	24 (22.9)	69 (65.7)	12 (11.4)	105	3.89	0.577
Composite Mean and Standard Deviation						105	2.43	0.7875

From table 4.10 above, the findings on the respondents rating on the various statement were as follows;

Our project is well-known in the areas we work: The finding shows that the majority of respondents (56.2%) strongly agree that the peace building project is well-known in the areas where it operates. This is a positive indication that the project has a good reputation and is recognized for its efforts to promote peace building in the community. Being well-known can help the project attract more support from stakeholders and increase its impact. It is important for the

project to maintain its visibility in the community and continue to engage with stakeholders to build trust and support.

We are given a chance to contribute our own ideas on peace building: The finding shows that the majority of respondents (51.4%) agree that they are given a chance to contribute their own ideas on peace building. This is a positive indication that the project values the input of its stakeholders and seeks to create an inclusive environment where everyone's ideas and perspectives are heard. Allowing stakeholders to contribute their own ideas can help the project identify new solutions and approaches to peace building that may not have been considered before.

The peace building project activity decisions, recommendations and successes (e.g. peace agreements) are highly disseminated in the group: The finding shows that the majority of respondents (75.2%) agree that the project decisions, recommendations, and successes are highly disseminated in the group. This is a positive indication that the project is transparent and communicates its activities and achievements to its stakeholders. Disseminating information about project activities can help build trust and support from stakeholders, as well as promote accountability and transparency.

Excessive stakeholder involvement may have an unwanted influence on project activities: The finding shows that most respondents (28.6%) were neutral on this statement, while the rest had mixed views. This indicates that stakeholders have varied opinions on the level of involvement they should have in the project's activities. While stakeholder involvement can bring valuable perspectives and ideas to the project, it is important to balance this with ensuring that the project's goals and objectives are met. The project should establish clear communication channels and decision-making processes to manage stakeholder involvement and mitigate any potential undue influence.

We involve local government in our peace building projects: The finding shows that the majority of respondents (66.7%) agree that the project involves the local government in its peace building activities. This is a positive indication that the project is working collaboratively with local government to promote peace building in the community. Engaging with local government can help the project build relationships with key stakeholders and increase its impact by leveraging government resources and support.

Coordinating and working with other peace building projects in this area is a challenge: The finding shows that the majority of respondents (65.7%) agree that coordinating and working with other peace building projects in the area is a challenge. This indicates that there may be competition or conflicting interests among peace building projects in the area, making it difficult to collaborate and coordinate efforts. To address this challenge, the project could consider building relationships and partnerships with other peace building organizations to identify common goals and areas of collaboration. This could help increase the impact of peace building efforts in the community and reduce duplication of efforts.

Overall, the survey findings provide valuable insights into the perceptions and experiences of stakeholders in relation to the peace building project. By analyzing these findings, the project can identify areas of strength and areas for improvement, and adjust its approach to better engage and collaborate with stakeholders to achieve its goals.

From the interviews the interviewee noted that their organization acknowledges the importance of stakeholder participation. Some of the responses obtained from the interview is recorded as below;

We recognize that sustainable peace requires the active participation and ownership of all relevant stakeholders. By engaging stakeholders, such as community members, local leaders, NGOs, government representatives, and women's groups, we ensure that decisions are inclusive, representative, and reflect the diverse needs and perspectives of the community. Stakeholders generally make decisions regarding project strategies, resource allocation, target beneficiaries, and the implementation of specific activities.

4.4.2 Regression analysis

Table 4.11 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.939 ^a	.883	.881	.396611916979568

a. Predictors: (Constant), Stakeholders Involvement

The study's outcomes are indicated in Table 4.11, which explains how much of the model's variability is explained by the predictor variable. The R Square value of 0.883 indicates that the 88.3% of the variance in sustainability of women empowerment in peace building projects is explained by the stakeholder's involvement. This implies that the independent variable is a good predictor of the dependent variable and has a high level of explanatory power.

Table 4.12 Analysis of Variance

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	121.794	1	121.794	774.272	.000 ^b
Residual	16.202	103	.157		
Total	137.996	104			

a. Dependent Variable: Sustainability of Women Empowerment in Peace-Building Projects

b. Predictors: (Constant), Stakeholders Involvement

The analysis of variance results shown in the table 4.12 shows that the regression model is statistically significant with an F-statistic of 774.272 and a p-value of .000, indicating that the independent variable has a significant effect on the dependent variable. Furthermore, the regression sum of squares is 121.794, indicating that the variance in the dependent variable that is explained by the independent variable is substantial. The residual sum of squares is 16.202, indicating that the variance in the dependent variable that is not explained by the independent variable is relatively small. Overall, these results suggest that Stakeholders Involvement is a significant predictor of Sustainability of Women Empowerment in Peace-Building Projects, and the linear regression model is a good fit for the data

Table 4.13 Coefficient

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	-2.829	.178		-15.890	.000
	Stakeholders Involvement	1.990	.072	.939	27.826	.000

a. Dependent Variable: Sustainability of Women Empowerment in Peace-Building Projects

The table 4.13 above shows that Stakeholders Involvement has a statistically significant positive effect on the dependent variable with a standardized coefficient (Beta) of .939, which indicates that for each unit increase in Stakeholders Involvement, there is an increase of .939 units in Sustainability of Women Empowerment in Peace-Building Projects. Moreover, the p-value associated with the t-statistic of 27.826 is .000, indicating that the effect of Stakeholders Involvement on Sustainability of Women Empowerment in Peace-Building Projects is significant at a 5% level of significance. The constant term in the model is also statistically

significant, with a negative value of -2.829, indicating that in the absence of Stakeholders Involvement, the predicted value of Sustainability of Women Empowerment in Peace-Building Projects is -2.829. Overall, these results suggest that Stakeholders Involvement is a strong predictor of Sustainability of Women Empowerment in Peace-Building Projects, and there is a significant positive linear relationship between the two variables.

4.4.3 Correlation analysis

The researcher undertook correlation analysis to determine how the two variables stakeholder's involvement and sustainability of women empowerment in peace building projects correlated. The results are indicated in the below table.

Table 4.14 Correlation analysis

		Stakeholders Involvement	Sustainability of Women Empowerment
Stakeholders Involvement	Pearson Correlation	1	.939**
	Sig. (2-tailed)		.000
	N	105	105
Sustainability of Women Empowerment in Peace-Building Projects	Pearson Correlation	.939**	1
	Sig. (2-tailed)	.000	
	N	105	105

** . Correlation is significant at the 0.01 level (2-tailed).

From the findings in the above table 4.14, the Pearson correlation coefficient between the two variables is .939**, which indicates a strong positive linear relationship between the two variables. The p-value associated with the correlation coefficient is .000, which is less than the conventional level of significance of .05, indicating that the correlation is statistically significant at a 5% level of significance. Furthermore, the table shows that the correlation between the two variables is symmetric, as the correlation coefficient is the same when Stakeholders Involvement is the independent variable and Sustainability of Women Empowerment in Peace-Building Projects is the dependent variable, and vice versa. Overall, the strong positive correlation between Stakeholders Involvement and Sustainability of Women Empowerment in Peace-Building Projects indicates that as Stakeholders Involvement increases, the level of Sustainability of Women Empowerment in Peace-Building Projects also increases. This

finding supports the idea that stakeholder involvement plays an important role in promoting sustainable women empowerment in peace-building projects.

4.5 Monitoring and Evaluation on Sustainability of Women Empowerment in Peace-Building Project

The researcher aimed to determine the influence that M&e had on sustainability of women empowerment in peace building in Kamukunji Sub-County, Nairobi County, Kenya. The researcher posed two questions to the respondents. The first question was are you involved in M&e activity? From the findings 57.1% (60) responded that they have are involved in M&e activity while 42.9% 45) responded that they are not involved in M&e activity. These findings indicated that showed that most of the respondents were familiar with M&E activity. Table 4.15 shows the outcomes.

Table 4.15 Are you involved in monitoring and evaluation activity?

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	60	57.1	57.1	57.1
No	45	42.9	42.9	100.0
Total	105	100.0	100.0	

The second question that was posed to the respondents was Do the self-group use digital data gathering techniques such as android phones, tablets or laptops? From the findings 81.9% (86) of the respondents indicated that they do not use digital gathering techniques such as android phones, tablets or laptops while 18.1% (19) used digital data gathering techniques. This shows that most of the groups did not embrace digital data gathering techniques.

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	19	18.1	18.1	18.1
No	86	81.9	81.9	100.0
Total	105	100.0	100.0	

The data presented in the table 4.16 is from the 105 respondents who were asked to rate their level of agreement on a scale of 1 to 5 with six different statements related to M&E in peace-building projects.

4.5.1 Descriptive Statistics

The respondents were further requested to specify their level of agreement with statements on the role of M&E on sustainability of women empowerment in peace building. The respondents rated their level of agreement in a five-point Likert scale. The results are presented in the table 4.16 below.

Table 4.16 Monitoring and Evaluation on Sustainability of Women Empowerment in Peace-Building Project

	1	2	3	4	5	N	Mean	Std. Dev
	(%)	(%)	(%)	(%)	(%)			
The concept of M&E is well known to me.	58 (55.24)	26 (24.76)	21 (20)	0 (0)	0 (0)	105	1.648	.7964
Women lack monitoring and reporting mechanisms and practices in peace resolutions	23 (21.9)	39 (37.14)	0 (0)	35 (33.33)	8 (7.62)	105	2.676	1.3409
Information and analysis are feedback to the project for planning	34 (32.38)	41 (39.05)	7 (6.67)	21 (20)	2 (1.9)	105	2.200	1.1553
A functional management information system is available	34 (32.38)	13 (12.38)	16 (15.24)	0 (0)	42 (40)	105	3.029	1.7456
There are specific people assigned M&E roles in the project	43 (40.95)	41 (39.05)	5 (4.76)	8 (7.62)	8 (7.62)	105	2.019	1.2088
All the project activities are monitored to ensure quality	58 (55.24)	39 (37.14)	8 (7.62)	0 (0)	0 (0)	105	1.524	.6369
Composite Mean and Standard Deviation						105	2.18	1.147

For the first statement, The concept of M&E is well known to me, the mean rating was 1.648 with a standard deviation of 0.7964. This suggests that, on average, respondents have a good understanding of the concept of M&E. The second statement, Women lack monitoring and reporting mechanisms and practices in peace resolutions, had a higher mean rating of 2.676 with a larger standard deviation of 1.3409. This indicates that respondents were more divided in their opinions about this statement. For the third statement, Information and analysis are feedback to the project for planning, the mean rating was 2.200 with a standard deviation of 1.1553. This suggests that respondents generally agreed that information and analysis are used as feedback in project planning.

The fourth statement, A functional management information system is available, had a mean rating of 3.029 with a higher standard deviation of 1.7456. This suggests that there was more variation in respondents' opinions about whether a functional management information system was available in their projects. For the fifth statement, There are specific people assigned M&E roles in the project, the mean rating was 2.019 with a standard deviation of 1.2088. This suggests that respondents were somewhat divided in their opinions about whether there are specific people assigned M&E roles in their projects. Finally, for the sixth statement, All the project activities are monitored to ensure quality, the mean rating was 1.524 with a small standard deviation of 0.6369. This indicates that respondents generally agreed that project activities are monitored to ensure quality.

Overall, the findings suggest that respondents had a good understanding of the concept of M&E, but there was more variation in their opinions about specific aspects of M&E in peace-building projects. In addition, it appears that the majority of respondents agreed or strongly agreed with the statements regarding M&E, with the highest percentage of strong agreement being for the concepts of M&E being well known (55.24%) and all project activities being monitored (55.24%). However, the data also highlights concerns around the lack of monitoring and reporting mechanisms for women in peace resolutions (33.33% disagreed). Additionally, a significant percentage of respondents strongly disagreed with the availability of a functional management information system (40%).

Interviews were further conducted to find out the level of involvement in M&E and the interviewee indicated that they are involved in every aspect of M&E. Some of the responses are recorded below.

To make sure that our efforts are successful and in line with our goals, we continuously gather and analyze data, keep an eye on the way initiatives are being carried out, and evaluate the results. M&E enables us to pinpoint our projects' strengths and weaknesses, modify our approaches, and increase the overall impact of our peace-building efforts.

We acknowledge the significance of gender equality and women's empowerment in attaining long-lasting peace. We make sure that the empowerment of women is properly analyzed, monitored, and addressed through our M&E activities. We actively solicit feedback from female participants, consider their viewpoints, and use evaluation results to improve our programs and policies in order to promote long-term women's empowerment in peacebuilding projects.

4.5.2 Regression analysis

Table 4.17 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.959 ^a	.920	.919	.327415818828241

a. Predictors: (Constant), Monitoring and Evaluation

The study's results are shown in Table 4.17, which explains how much of the model's variability is explained by the predictor variable. The R Square value of 0.92 indicates that the 92.0% of the variance in sustainability of women empowerment in peace building projects is explained by the M&E. This suggests that the independent variable is a good predictor of the dependent variable and has a high level of explanatory power.

Table 4.18 Analysis of Variance

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	126.954	1	126.954	1184.261	.000 ^b
	Residual	11.042	103	.107		
	Total	137.996	104			

a. Dependent Variable: Sustainability of Women Empowerment in Peace-Building Projects

b. Predictors: (Constant), Monitoring and Evaluation

The analysis of variance results shown in the table 4.18 shows that the regression model is statistically significant with an F-statistic of 1184.262 and a p-value of .000, indicating that the independent variable has a significant effect on the dependent variable. Furthermore, the regression sum of squares is 126.954, indicating that the variance in the dependent variable that is explained by the independent variable is substantial. The residual sum of squares is 11.042, indicating that the variance in the dependent variable that is not explained by the independent variable is relatively small. Overall, these results suggest that M&E is a significant predictor of Sustainability of Women Empowerment in Peace-Building Projects, and the linear regression model is a good fit for the data

Table 4.19 Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.259	.073		-3.544	.001
	Monitoring and Evaluation	1.038	.030	.959	34.413	.000

a. Dependent Variable: Sustainability of Women Empowerment in Peace-Building Projects

From the findings in table the unstandardized coefficients indicate that for every one-unit increase in the independent variable (M&E), the dependent variable (Sustainability of Women Empowerment in Peace-Building Projects) increases by 1.038 units. The standardized coefficient (Beta) is 0.959, which indicates a strong positive relationship between M&E and Sustainability of Women Empowerment in Peace-Building Projects. The t-value of 34.413 is highly significant ($p < .001$), indicating that the relationship between M&E and Sustainability of Women Empowerment in Peace-Building Projects is statistically significant.

4.5.3 Correlation analysis

The researcher undertook correlation analysis to determine how the two variables M&E and sustainability of women empowerment in peace building projects correlated. The results are indicated in the below table 4.20.

Table 4.20 Correlation Analysis

		Monitoring and Evaluation	Sustainability of Women Empowerment
Monitoring and Evaluation	Pearson Correlation	1	.959**
	Sig. (2-tailed)		.000
	N	105	105
Sustainability of Women Empowerment in Peace-Building Projects	Pearson Correlation	.959**	1
	Sig. (2-tailed)	.000	
	N	105	105

** . Correlation is significant at the 0.01 level (2-tailed).

The correlation table shows a strong positive correlation between M&E and Sustainability of Women Empowerment in Peace-Building Projects. The Pearson correlation coefficient of .959 is significant at the 0.01 level (2-tailed), indicating a highly

significant relationship between the two variables. This suggests that the higher the level of M&E, the higher the level of sustainability of women empowerment in peace-building projects. The significant correlation also implies that M&E is a good predictor of Sustainability of Women Empowerment in Peace-Building Projects. The standardized coefficient (Beta) of .959 shows that M&E has a strong positive effect on the dependent variable, and this effect is statistically significant at $p < 0.01$. The regression model shows that for each unit increase in M&E, there is an expected increase of 1.038 units in Sustainability of Women Empowerment in Peace-Building Projects. Therefore, it can be concluded that M&E is an important factor that positively influences the sustainability of women empowerment in peace-building projects, and its implementation should be prioritized to achieve sustainable results

4.6 Project planning on Sustainability of Women Empowerment in Peace-Building Project

The researcher aimed to determine the influence that project planning had on sustainability of women empowerment in peace building in Kamukunji Sub-County, Nairobi County, Kenya. The researcher posed two questions to the respondents. The first question was does the project have written activity implementation planning template(s). From the findings 67.6% (71) said they have a well written activity implementation planning template(s) while 32.4% (34) indicated that they do not have well written activity implementation planning templates. These outcomes showed that most of the project had written activity implementation planning templates.

Table 4.21 Does the project have written activity implementation planning template(s)

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	71	67.6	67.6	67.6
No	34	32.4	32.4	100.0
Total	105	100.0	100.0	

The second question was do the group get involved in project planning activity? Most of the respondents 58.1% (61) said that they were involved in project planning activity while 41.9% indicated that they were not involved in the project planning activity. This showed that most of the respondent understood the concept of project planning since they were involved in the activity. Table 4.22 below shows the findings

Table 4.22 Does the group get involved in project planning activity?

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	61	58.1	58.1	58.1
No	44	41.9	41.9	100.0
Total	105	100.0	100.0	

4.6.1 Descriptive Statistics

The respondents were further requested to specify their level of agreement with statements on the role of project planning on sustainability of women empowerment in peace building. The respondents rated their level of agreement in a five-point Likert scale. The results are presented in the table 4.23 below.

Table 4.23 Project planning on Sustainability of Women Empowerment in Peace-Building Project

	1	2	3	4	5	N	Mean	Std.
	(%)	(%)	(%)	(%)	(%)			Dev
Our project plans receive the government support	22 (20.95)	25 (23.81)	11 (10.48)	25 (23.81)	22 (20.95)	105	3.000	1.4741
Our project planning processes are cost effective	23 (21.9)	42 (40)	14 (13.33)	15 (14.29)	11 (10.48)	105	2.514	1.2718
Enough time is allocated to the project activity implementation planning	21 (20)	50 (47.62)	11 (10.48)	11 (10.48)	12 (11.43)	105	2.457	1.2483
Our project planning processes involves all project stakeholders	37 (35.24)	31 (29.52)	16 (15.24)	21 (20)	0 (0)	105	2.200	1.1300
Our project's plans are linked to the county government's priorities for the area	53 (50.48)	19 (18.1)	5 (4.76)	28 (26.67)	0 (0)	105	2.076	1.2762
Women lack monitoring and reporting mechanisms and practices in peace resolutions	14 (13.3)	13 (12.38)	7 (6.67)	22 (20.95)	49 (46.67)	105	3.752	1.4792
Composite Mean and Standard Deviation						105	2.67	1.313

From the findings in table 4.23, the respondent indicated the following. In the statement, our project plans receive the government support, 20.95% of the respondents strongly agreed, 23.81% agreed, 10.48% were neutral, 23.81% disagreed, and 20.95% strongly disagreed that the

project plans receive government support. The mean response was 3.0 with a standard deviation of 1.4741. This suggests that there is a mixed perception among respondents regarding the level of government support for the project plans. On the statement, our project planning processes are cost effective, 21.9% of the respondents strongly agreed, 40% agreed, 13.33% were neutral, 14.29% disagreed, and 10.48% strongly disagreed that the project planning processes are cost-effective. The mean response was 2.514 with a standard deviation of 1.2718. This suggests that most respondents felt that the project planning processes were generally cost-effective.

Further on the statement that, enough time is allocated to the project activity implementation planning - 20% of the respondents strongly agreed, 47.62% agreed, 10.48% were neutral, 10.48% disagreed, and 11.43% strongly disagreed that enough time was allocated to the project activity implementation planning. The mean response was 2.457 with a standard deviation of 1.2483. This suggests that most respondents felt that enough time was allocated to project activity implementation planning. On the statement our project planning processes involve all project stakeholders - 35.24% of the respondents strongly agreed, 29.52% agreed, 15.24% were neutral, 20% disagreed, and 0% strongly disagreed that project planning processes involve all project stakeholders. The mean response was 2.2 with a standard deviation of 1.13. This suggests that most respondents felt that project planning processes involved all project stakeholders. On the fifth statement that, our project's plans are linked to the county government's priorities for the area - 50.48% of the respondents strongly agreed, 18.1% agreed, 4.76% were neutral, 26.67% disagreed, and 0% strongly disagreed that the project's plans were linked to the county government's priorities for the area. The mean response was 2.076 with a standard deviation of 1.2762. This suggests that most respondents felt that the project's plans were linked to the county government's priorities for the area.

Finally, on the statement that, Women lack monitoring and reporting mechanisms and practices in peace resolutions - 13.3% of the respondents strongly agreed, 12.38% agreed, 6.67% were neutral, 20.95% disagreed, and 46.67% strongly disagreed that women lack monitoring and reporting mechanisms and practices in peace resolutions. The mean response was 3.752 with a standard deviation of 1.4792. This suggests that most respondents strongly disagreed that women lack monitoring and reporting mechanisms and practices in peace resolutions.

On project planning, the interview had the following responses to say;

To make sure that our efforts are successful and in line with our goals, we continuously gather and analyze data, keep an eye on the way initiatives are being carried out, and evaluate the results. M&E enables us to pinpoint our projects' strengths and weaknesses, modify our approaches, and increase the overall impact of our peace-building efforts.

Our organization recognizes the importance of a comprehensive and participatory planning process. We engage with relevant stakeholders, conduct needs assessments, analyze the context, and define project goals and objectives. We collaborate with partners, identify potential risks and challenges, develop strategies and activities, establish M&E frameworks, and allocate resources accordingly. The extent of our involvement in project planning depends on the specific project and the roles and responsibilities of the stakeholders involved.

4.6.2 Regression Analysis

Model summary shows the goodness of fit measure for linear regression model. Table 4.24 below shows the findings

Table 4.24 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.857 ^a	.734	.732	.596695958448746

a. Predictors: (Constant), Project Planning

The study's results are shown in Table 4.24, which explains how much of the model's variability is explained by the predictor variable. The R Square value of 0.734 indicates that the 73.4% of the variance in sustainability of women empowerment in peace building projects is explained by the project planning. This suggests that the independent variable is a good predictor of the dependent variable and has a high level of explanatory power.

Table 4.25 Anova

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	101.323	1	101.323	284.578	.000 ^b
	Residual	36.673	103	.356		
	Total	137.996	104			

a. Dependent Variable: Sustainability of Women Empowerment in Peace-Building Projects

b. Predictors: (Constant), Project Planning

The analysis of variance results shown in the table 4.25 shows that the regression model is statistically significant with an F-statistic of 284.578 and a p-value of .000, indicating that the independent variable has a significant effect on the dependent variable. Furthermore, the regression sum of squares is 101.323, indicating that the variance in the dependent variable that is explained by the independent variable is substantial. The residual sum of squares is 36.673, indicating that the variance in the dependent variable that is not explained by the independent variable is relatively small. Overall, these results suggest that project planning is a significant predictor of Sustainability of Women Empowerment in Peace-Building Projects, and the linear regression model is a good fit for the data.

Table 4.26 Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.
		B	Std. Error	Beta			
1	(Constant)	-1.620	.223			-7.275	.000
	Project Planning	1.360	.081	.857		16.869	.000

a. Dependent Variable: Sustainability of Women Empowerment in Peace-Building Projects

These coefficients are for a regression analysis that seeks to determine the impact of project planning on the sustainability of women empowerment in peace-building projects. The coefficient for the intercept (constant) is -1.62, which is the value of the dependent variable when the predictor variable is zero. The coefficient for project planning is 1.36, which indicates that for every one-unit increase in project planning, there is a corresponding 1.36 increase in the sustainability of women empowerment in peace-building projects, after controlling for the effect of the intercept. The standardized coefficient (Beta) for project planning is 0.857, indicating that project planning is a strong predictor of the sustainability of women empowerment in peace-building projects. The t-value of 16.869 and the significance level of 0.000 show that the coefficient for project planning is statistically significant. In conclusion, the results suggest that project planning has a significant and positive effect on the sustainability of women empowerment in peace-building projects.

4.6.3 Correlation Analysis

The researcher undertook correlation analysis to determine how the two variables project planning and sustainability of women empowerment in peace building projects correlated. The results are indicated in the below table 4.27.

Table 4.27 Correlation Analysis

		Project Planning	Sustainability of Women Empowerment
Project Planning	Pearson Correlation	1	.857**
	Sig. (2-tailed)		.000
	N	105	105
Sustainability of Women Empowerment in Peace-Building Projects	Pearson Correlation	.857**	1
	Sig. (2-tailed)	.000	
	N	105	105

** . Correlation is significant at the 0.01 level (2-tailed).

These correlations show a strong positive relationship between Project Planning and Sustainability of Women Empowerment in Peace-Building Projects, with a Pearson correlation coefficient of .857, which is significant at the 0.01 level (2-tailed). This indicates that as Project Planning increases, the Sustainability of Women Empowerment in Peace-Building Projects also tends to increase. The correlation is strong, which means that there is a clear association between these two variables. Overall, these results suggest that having effective project planning processes is important for promoting the sustainability of women empowerment in peace-building project

4.7 Skill factor on Sustainability of Women Empowerment in Peace-Building Project

The researcher aimed to determine the influence that skill factor had on sustainability of women empowerment in peace building in Kamukunji Sub-County, Nairobi County, Kenya. The researcher requested the respondents to indicate the extent they agree with the statement To what extent does skills factors affect women participation in peace building in Kenya. To a large extent 46.7% of the participants responded that skills factors have a very high extent in affecting women's participation in peace building. Another 20% responded that skills factors have a high extent in affecting women's participation. 25.7% responded that skills factors have a moderate extent, and only 7.6% responded that skills factors do not affect women's participation in peace building at all. Overall, the majority of participants believe that

skills factors play a significant role in affecting women's participation in peace building in Kenya. Table below shows the outcomes.

Table 4.28 To what extent does skills factors affect women participation in peace building in Kenya?

	Frequency	Percent	Valid Percent	Cumulative Percent
Very High Extent	49	46.7	46.7	46.7
High Extent	21	20.0	20.0	66.7
Moderately	27	25.7	25.7	92.4
Not at all	8	7.6	7.6	100.0
Total	105	100.0	100.0	

4.7.1 Descriptive Statistics

The respondents were further requested to specify their level of agreement with statements on the role of skills factors on sustainability of women empowerment in peace building. The respondents rated their level of agreement in a five-point. The results are presented in the table 4.29 below.

Table 4.29 Skill factor on Sustainability of Women Empowerment in Peace-Building Project

Statement	1 (%)	2 (%)	3 (%)	4 (%)	5 (%)	N	Mean	Std. Dev
Conflict resolutions are a political activity that requires a proper strategy that women lack	45 (42.86)	31 (29.53)	8 (7.62)	3 (2.86)	18 (17.15)	105	2.22	1.461
Many women are constrained by lack of education	32 (30.48)	22 (20.96)	6 (5.72)	14 (13.34)	31 (29.53)	105	2.90	1.661
Lack of technical support for women's organizations in peace building and conflict resolution	74 (70.48)	11 (10.48)	2 (1.91)	7 (6.67)	11 (10.48)	105	1.76	1.376
Women lack training in leadership and lobbying skills	41 (39.05)	31 (29.53)	5 (4.77)	0 (0)	28 (26.67)	105	2.46	1.629
Lack of technical support for women's organizations in peace building process	48 (45.72)	49 (46.67)	1 (0.96)	5 (4.77)	2 (1.91)	105	1.70	.865

Women lack training on areas of financial and group management	37 (35.24)	48 (45.72)	17 (16.2)	0 (0)	3 (2.86)	105	1.90	.876
Composite Mean and Standard Deviation						105	2.15	1.311

Table 4.29 above findings indicated that on the statement, Conflict resolution is a political activity that necessitates good strategy, which women lack, The responses to this statement suggest that 42.86% of the participants agree that women lack a proper strategy for political activity in conflict resolution, while 29.53% are neutral, and 17.15% disagree. The mean score of 2.22 indicates that, on average, the participants tend to agree that women lack a proper strategy for political activity in conflict resolution, with a standard deviation of 1.461 indicating a moderate level of variation in the responses.

On the statement that lack of education constrains most women, The majority of participants (61.44%) either agreed or strongly agreed with this statement, with 30.48% indicating agreement and 20.96% indicating strong agreement. Only 5.72% disagreed with this statement, while 13.34% were neutral. The mean score of 2.90 suggests that, on average, the participants tend to agree that lack of education is a significant constraint for women in peacebuilding. The standard deviation of 1.661 indicates a moderate level of variation in the responses.

On the statement that lack of technical support for women's organizations in peacebuilding and conflict resolution: The responses to this statement show that 70.48% of the participants agreed or strongly agreed that women's organizations lack technical support in peacebuilding and conflict resolution, while only 1.91% disagreed. The mean score of 1.76 suggests that, on average, the participants tend to agree that lack of technical support is a significant constraint for women's organizations in peacebuilding, with a standard deviation of 1.376 indicating a moderate level of variation in the responses.

On the fourth statement that Women lack training in leadership and lobbying skills: The majority of participants (68.58%) agreed or strongly agreed with this statement, with 39.05% indicating agreement and 29.53% indicating strong agreement. Only 4.77% disagreed, while 26.67% were neutral. The mean score of 2.46 suggests that, on average, the participants tend to agree that lack of training in leadership and lobbying skills is a significant constraint for women in peacebuilding, with a standard deviation of 1.629 indicating a moderate level of variation in the responses.

On the fifth statement that lack of technical support for women's organizations in peacebuilding process: The responses to this statement indicate that 45.72% of the participants agree or strongly

agree that women's organizations lack technical support in the peacebuilding process, while 1.91% disagreed. The mean score of 1.70 suggests that, on average, the participants tend to agree that lack of technical support is a significant constraint for women's organizations in the peacebuilding process, with a standard deviation of 0.865 indicating a relatively low level of variation in the responses.

On the last statement that Women lack training on areas of financial and group management: The majority of participants (80.96%) agreed or strongly agreed with this statement, with 35.24% indicating agreement and 45.72% indicating strong agreement. Only 2.86% disagreed, while 16.2% were neutral. The mean score of 1.90 suggests that, on average, the participants tend to agree that lack of training on financial and group management is a significant constraint for women in peacebuilding, with a standard deviation of 0.876 indicating a relatively low level of variation in the responses.

From the interviews the responses indicated that the organizations appreciated the need to have necessary skills to enable sustainability of women empowerment in peace building projects. Some of the responses from the interview follows;

By equipping women with the necessary skills, such as advocacy, leadership, negotiation, and conflict resolution, we enable them to take an active part in peace-building activities. These abilities empower women to actively participate in their communities, make wise decisions, and affect positive change. Additionally, women's economic chances may be improved via skill development initiatives, resulting in their long-term sustainability and financial independence.

4.7.2 Regression Analysis

Model summary shows the goodness of fit measure for linear regression model. Table 4.24 below shows the findings

Table 4.30 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.975 ^a	.951	.951	.256139870261557

a. Predictors: (Constant), Skills Factors

Table 4.30 shows the result of the model summary, which explains how much of the model's variability is explained by the predictor variable. The R Square value of 0.951 indicates that the 95.1% of the variance in sustainability of women empowerment in peace building projects is explained by the skills factors. This implies that the independent variable is a good predictor of the dependent variable and has a high level of explanatory power.

Table 4.31 Anova

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	131.238	1	131.238	2000.349	.000 ^b
	Residual	6.758	103	.066		
	Total	137.996	104			

a. Dependent Variable: Sustainability of Women Empowerment in Peace-Building Projects

b. Predictors: (Constant), Skills Factors

The ANOVA outcomes shown in the table 4.31 indicate that the regression model is statistically significant with an F-statistic of 2000.39 and a p-value of .000, indicating that the independent variable has a significant effect on the dependent variable. Additionally, the regression sum of squares is 131.238, which shows that a sizable portion of the variance in the dependent variable is explained by the independent variable. According to the residual sum of squares of 6.758, the amount of the dependent variable's variance that cannot be explained by the independent variable is quite low. Overall, these findings imply that the skills element is a strong predictor of the sustainability of women's empowerment in projects that promote peace, and the linear regression model provides a good fit for the data.

Table 4.32 Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients		Sig.
		B	Std. Error	Beta	t	
1	(Constant)	-.067	.053		-1.267	.208
	Skills Factors	.961	.021	.975	44.725	.000

a. Dependent Variable: Sustainability of Women Empowerment in Peace-Building Projects

The coefficient of the independent variable (skills factors) is 0.961, signifying that a one-unit increment in skills factors is associated with an increase of 0.961 units in the sustainability of women empowerment in peace-building projects. This coefficient is statistically significant at the 5% level (p-value = 0.000), indicating that skills factors have a significant positive effect on the sustainability of women empowerment in peace-building projects. The standardized coefficient (beta) is 0.975, indicating that skills factors have a large effect on the sustainability of women empowerment in peace-building projects, and this effect is positive. The t-value of 44.725 also indicates that this coefficient is highly significant. Overall, the outcomes suggest that skills factors are an important determinant of the sustainability of women empowerment in peace-building projects, and improving skills factors can lead to more sustainable outcomes in this area.

4.7.3 Correlation Analysis

The researcher conducted a correlation study to determine how the two variables project planning and sustainability of women empowerment in peace building projects correlated. The outcomes are indicated in the below table 4.33.

Table 4. 33 Correlation Analysis

		Skills Factors	Sustainability of Women Empowerment
Skills Factors	Pearson Correlation	1	.975**
	Sig. (2-tailed)		.000
	N	105	105
Sustainability of Women Empowerment in Peace-Building Projects	Pearson Correlation	.975**	1
	Sig. (2-tailed)	.000	
	N	105	105

** . Correlation is significant at the 0.01 level (2-tailed).

The correlation table 4.33 above shows the relationship between two variables, Skills Factors and sustainability of women empowerment in peace-building projects. The correlation coefficient between these two variables is .975, which indicates a very strong positive correlation. The p-value of 0.000 indicates that this correlation is statistically significant at the 0.01 level, meaning that it is very unlikely that this result is due to chance. This suggests that there is a very strong

association between skills factors and the sustainability of women empowerment in peace-building projects. In other words, an increase in skills factors is likely to lead to an increase in the sustainability of women empowerment in peace-building projects.

4.9 Discussion of findings

This study has been guided by for research objectives which data has been analyzed in this chapter and the findings are summarized as follows;

The first objective was to determine the influence of M&E on sustainability of women empowerment in peace-building projects in Kamukunji Sub-County, Nairobi County, Kenya. From the findings of this study the descriptive analysis suggest that respondents had a good understanding of the concept of M&E, but there was more variation in their opinions about specific aspects of M&E in peace-building projects. In addition, its it appears that the majority of respondents agreed or strongly agreed with the statements regarding M&E, with the highest percentage of strong agreement being for the concepts of M&E being well known (55.24%) and all project activities being monitored (55.24%). However, the data also highlights concerns around the lack of monitoring and reporting mechanisms for women in peace resolutions (33.33% disagreed). Additionally, a significant percentage of respondents strongly disagreed with the availability of a functional management information system (40%). On the regression analysis, the R Square value of 0.92 indicates that the 92.0% of the variance in sustainability of women empowerment in peace-building projects is explained by the M&E. This suggests that the independent variable is a good predictor of the dependent variable and has a high level of explanatory power. The coefficient results indicate a strong and significant positive relationship between M&E and sustainability of women empowerment in peace-building projects. Lastly correlation analysis shows a strong positive correlation between M&E and Sustainability of Women Empowerment in Peace-Building Projects. The Pearson correlation coefficient of .959 is significant at the 0.01 level (2-tailed), indicating a highly significant relationship between the two variables

The second objective was to determine the influence of skill factors on sustainability of women empowerment in peace-building projects in Kamukunji Sub-County, Nairobi County, Kenya. The Anova analysis showed the R Square value of 0.951 Which indicates that the 95.1% of the variance in sustainability of women empowerment in peace-building projects is explained by the skills

factors. This suggests that the skills factors is a good predictor of the sustainability of women empowerment in peace building projects and has a high level of explanatory power. The correlation coefficient between skills factors and the sustainability of women empowerment in peace-building projects is .975, which indicates a very strong positive correlation. Therefore, skill factors were found to be positively and strongly related with sustainability of women empowerment in peace building projects.

The third objective was to determine the influence of stakeholders' involvement on sustainability of women empowerment in peace-building projects in Kamukunji Sub-County, Nairobi County, Kenya. On the descriptive analysis of stakeholders' involvement and sustainability of women empowerment in peace-building projects, the findings provide valuable insights into the perceptions and experiences of stakeholders in relation to the peace building project. Most of the agreeing that stakeholder's involvement is important to the sustainability of women empowerment in peace-building projects. The model summary gives an R Square value of 0.883 indicates that the 88.3% of the variance in sustainability of women empowerment in peace-building projects is explained by the stakeholder's involvement. Further the coefficient shows that Stakeholders Involvement has a statistically significant positive effect on the dependent variable with a standardized coefficient (Beta) of .939, which indicates that for each unit increase in Stakeholders Involvement, there is an increase of .939 units in sustainability of women empowerment in peace-building projects. the Pearson correlation coefficient between the stakeholder's involvement and sustainability of women empowerment in peace building project is .939**, that shows a strong positive relationship amongst the variables. The p-value associated with the correlation coefficient is .000, that is less than the conventional level of significance of .05, indicating that the correlation is statistically significant at a 5% level of significance. This result therefore states that stakeholder involvement has a positive and significant relationship with sustainability of women empowerment in peace building project.

The fourth objective was to examine the influence of project planning on sustainability of women empowerment in peace-building projects in Kamukunji Sub-County, Nairobi County, Kenya. The regression analysis model summary gave an R Square value of 0.734 indicates that the 73.4% of the variance in sustainability of women empowerment in peace-building projects is explained by

the project planning. The ANOVA showed that there was a strong and statistically significant influence of project planning and sustainability of women in empowerment project with an F-statistic of 284.578 and a p-value of .000. Further the coefficient indicates that for every one-unit increase in project planning, there is a corresponding 1.36 increase in the sustainability of women empowerment in peace-building projects. Correlation analysis shows a strong positive relationship between Project Planning and sustainability of women empowerment in peace-building projects, with a Pearson correlation coefficient of .857, which is significant at the 0.01 level (2-tailed). This indicates that as Project Planning increases, the sustainability of women empowerment in peace-building projects also tends to increase. The correlation is strong, which means that there is a clear association between these two variables.

CHAPTER FIVE

SUMMARY OF FINDINGS, CONCLUSIONS, AND RECOMMENDATIONS

5.1 Introduction

The results, conclusions, suggestions, and opportunities for additional research are outlined in this chapter.

5.2 Summary of Findings

The summary in chapter four provides and an overview of the significant findings obtained from the variables. It presents the outcomes derived from the variables analyzed in chapter two in details.

5.2.1 Stakeholder involvement on Sustainability of Women Empowerment in Peace-Building Project

On this objective, the researcher aim was to determine the influence of stakeholders' involvement on sustainability of women empowerment in peace-building projects in Kamukunji Sub-County, Nairobi County, Kenya. The model summary gives an R Square value of 0.883 indicates that the 88.3% of the variance in sustainability of women empowerment in peace-building projects is explained by the stakeholder's involvement. Further the coefficient shows that Stakeholders Involvement has a statistically significant positive effect on the dependent variable with a standardized coefficient (Beta) of .939, which indicates that for each unit increase in Stakeholders Involvement, there is an increase of .939 units in sustainability of women empowerment in peace-building projects. The Pearson correlation coefficient between the stakeholder's involvement and sustainability of women empowerment in peace building project is .939**, that shows a strong and positive association amongst the variables. The p-value associated with the correlation coefficient is .000, that is less than the conventional level of significance of .05, indicating that the correlation is statistically significant at a 5% level of significance. This result therefore states that stakeholder involvement has a positive and significant relationship with sustainability of women empowerment in peace-building projects.

5.2.2 Monitoring and Evaluation on Sustainability of Women Empowerment in Peace-Building Project

On this objective, the researcher endeavored was to determine the influence of M&E on sustainability of women empowerment in peace-building projects in Kamukunji Sub-County,

Nairobi County, Kenya. From the findings of this study the descriptive analysis suggest that respondents had a good understanding of the concept of M&E, but there was more variation in their opinions about specific aspects of M&E in peace-building projects. In addition, it appears that the majority of respondents agreed or strongly agreed with the statements regarding M&E, with the highest percentage of strong agreement being for the concepts of M&E being well known (55.24%) and all project activities being monitored (55.24%). However, the data also highlights concerns around the lack of monitoring and reporting mechanisms for women in peace resolutions (33.33% disagreed). Additionally, a significant percentage of respondents strongly disagreed with the availability of a functional management information system (40%). On the regression analysis, the R Square value of 0.92 indicates that the 92.0% of the variance in sustainability of women empowerment in peace building projects is explained by the M&E. This suggests that the independent variable is a good predictor of the dependent variable and has a high level of explanatory power. The coefficient results indicate a strong and significant positive relationship between M&E and sustainability of women empowerment in peace-building projects. Lastly correlation analysis shows a strong positive correlation between M&E and sustainability of women empowerment in peace-building projects. The Pearson correlation coefficient of .959 is significant at the 0.01 level (2-tailed), indicating a highly significant relationship between the two variables.

5.2.3 Project planning on Sustainability of Women Empowerment in Peace-Building Project

The researcher aimed was to examine the influence of project planning on sustainability of women empowerment in peace-building projects in Kamukunji Sub-County, Nairobi County, Kenya. The regression analysis model summary gave an R Square value of 0.734 indicates that the 73.4% of the variance in sustainability of women empowerment in peace-building projects is explained by the project planning. The ANOVA showed that there was a strong and statistically significant influence of project planning and sustainability of women in empowerment project with an F-statistic of 284.578 and a p-value of .000. Further the coefficient indicates that for every one-unit increase in project planning, there is a corresponding 1.36 increase in the sustainability of women empowerment in peace-building projects. Correlation analysis show a strong positive relationship between Project Planning and Sustainability of Women Empowerment in Peace-Building Projects, with a Pearson correlation coefficient of .857, which is significant at the 0.01 level (2-tailed). This indicates that as Project Planning increases, the

sustainability of women empowerment in peace-building projects also tends to increase. The correlation is strong, which means that there is a clear association between these two variables.

5.2.4 Skill factor on Sustainability of Women Empowerment in Peace-Building Project

The researcher aimed to determine the influence of skill factors on sustainability of women empowerment in peace-building projects in Kamukunji Sub-County, Nairobi County, Kenya. The Anova analysis showed the R Square value of 0.951 Which indicates that the 95.1% of the variance in sustainability of women empowerment in peace building projects is explained by the skills factors. This suggests that the skills factors is a good predictor of the sustainability of women empowerment in peace-building projects and has a high level of explanatory power. The correlation coefficient between skills factors and the sustainability of women empowerment in peace building projects is .975, which indicates a very strong positive correlation. Therefore, skill factors were found to be positively and strongly related with sustainability of women empowerment in peace-building projects

5.3 Conclusion of the Study

The researcher upon analysis and the findings derives the following conclusions.

The researcher concluded that we can conclude that stakeholder involvement has a strong positive influence on the sustainability of women empowerment in peace-building projects in Kamukunji Sub-County, Nairobi County, Kenya. The high R Square value of 0.883 indicates that stakeholder involvement explains 88.3% of the variance in the sustainability of women empowerment in peace-building projects, and the standardized coefficient (Beta) of .939 indicates that a unit increment in stakeholder involvement leads to a .939 unit increase in sustainability of women empowerment in peace-building projects. Additionally, the strong positive linear relationship between stakeholder involvement and sustainability of women empowerment in peace-building projects is supported by the Pearson correlation coefficient of .939** and the statistically significant p-value of .000. These results suggest that involving stakeholders in peace-building projects can significantly improve the sustainability of women empowerment initiatives in Kamukunji Sub-County.

The researcher further concluded that M&E has a strong and significant positive influence on the sustainability of women empowerment in peace-building projects in Kamukunji Sub-County,

Nairobi County, Kenya. This is evidenced by Pearson correlation coefficient of .959, which is highly significant at the 0.01 level (2-tailed). From the regression analysis, it shows that 92.0% of the variance in sustainability of women empowerment in peace-building projects is explained by M&E, suggesting that it is a good predictor of the dependent variable and has a high level of explanatory power.

The third conclusion is that that skill factors have a strong and positive influence on the sustainability of women empowerment in peace-building projects in Kamukunji Sub-County, Nairobi County, Kenya. This is evidenced by The Anova analysis showed that 95.1% of the variance in sustainability of women empowerment in peace building projects is explained by the skills factors, indicating that it is a good predictor of the dependent variable and has a high level of explanatory power. Furthermore, the strong and positive relationship between skill factors and sustainability of women empowerment in peace-building projects is supported by the correlation coefficient of .975, indicating a very strong positive correlation between the two variables. This finding suggests that the skills of individuals involved in peace-building projects play a crucial role in sustaining women empowerment initiatives in Kamukunji Sub-County. Therefore, it is important for stakeholders to focus on building and developing the necessary skills of individuals involved in peace-building projects to ensure the sustainability of women empowerment initiatives in Kamukunji Sub-County.

The last and not the least conclusion is that project planning has a strong and significant positive influence on the sustainability of women empowerment in peace-building projects in Kamukunji Sub-County, Nairobi County, Kenya. The high R Square value and the significant F-statistic and p-value indicate that project planning is a good predictor of sustainability and has a high level of explanatory power. The positive coefficient suggests that improving project planning can lead to an increase in the sustainability of women empowerment in peace-building projects. Furthermore, the strong positive correlation between project planning and sustainability indicates that there is a clear association between these two variables. Therefore, it is important for project planners and implementers to prioritize effective planning as a means to enhance the sustainability of women empowerment in peace-building projects in the study area.

5.4 Recommendation of the study

Based on the findings above, it is recommended that;

The project should maintain its visibility and continue to engage with stakeholders to build trust and support. Allowing stakeholders to contribute their own ideas can also help the project identify new solutions and approaches to peace building. The project should communicate its activities and achievements to its stakeholders to build trust, promote accountability, and transparency. The project should also establish clear communication channels and decision-making processes to manage stakeholder involvement and mitigate any potential undue influence. It is positive that the project is involving the local government in its peace building activities, as this can help build relationships and increase its impact by leveraging government resources and support. Finally, to address the challenge of coordinating and working with other peace building projects in the area, the project could consider building relationships and partnerships with other peace building organizations to identify common goals and areas of collaboration.

Effective project planning should be prioritized to enhance the sustainability of women empowerment in peace-building projects. The strong positive correlation between project planning and sustainability indicates that effective planning can lead to an increase in the sustainability of women empowerment initiatives. Therefore, project planners and implementers need to prioritize effective planning to ensure that women's empowerment in peace-building projects is sustainable in the long term.

The study found that skill factors play a crucial role in sustaining women empowerment initiatives in Kamukunji Sub-County. The strong and positive relationship between skill factors and sustainability of women empowerment in peace-building projects indicates that stakeholders must focus on building and developing the necessary skills of individuals involved in peace-building projects to ensure sustainability,

It is recommended that project implementers prioritize the implementation of effective M&E mechanisms to enhance the sustainability of women empowerment in peace-building projects in Kamukunji Sub-County. This can be achieved through the establishment of clear and measurable indicators of success, regular data collection and analysis, and reporting of project progress to stakeholders. It is also recommended that project implementers invest in building the capacity of project staff and stakeholders in M&E to ensure that they have the necessary skills and knowledge to carry out these activities effectively. By prioritizing M&E, project implementers can better

understand the impact of their interventions and make informed decisions on how to improve the sustainability of women empowerment initiatives in Kamukunji Sub-County.

5.5 Suggestions for Further Research

Further research might be undertaken to investigate whether the findings of this study can be replicated in other contexts such as other counties or countries. This will give a better understanding of the generalizability of the study findings and their applicability in different settings. Additionally, further research can also explore other factors that may influence the sustainability of women empowerment initiatives, such as cultural and social factors, economic factors, and political factors. This will provide a more comprehensive understanding of the factors which lead to the sustainability of women empowerment initiatives and help stakeholders to develop more effective strategies to promote sustainable women empowerment initiatives in different contexts.

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APPENDICES

Appendix I: Introduction Letter

Esther Wanjiku Kamugi

P. O. Box 30827-00100

Nairobi, Kenya.

esther.kamugi@gmail.com

Ref: Organizational Factors Influencing Sustainability of Women Empowerment in Peace-Building Projects in Kamukunji sub-county, Nairobi County, Kenya,

My name is Esther Kamugi a student at University of Nairobi undertaking Degree of Master of Arts in Project Planning and Management. I kindly invite you to participate in this study. Organizational Factors Influencing Sustainability of Women Empowerment in Peace-Building Projects in Kamukunji sub-county, Nairobi County, Kenya Your participation in the stud is voluntary and any information given will be private and confidential. You are not required to write your name on the questionnaire. There are no risks involved for you or for the patients in the study. You have the right to choose whether to give or not to give information. The data obtained will be for research purposes only. In case of any clarification, you may contact me on mobile phone number, 0716240837.

Thank you

Appendix II: Questionnaire

This questionnaire is to collect data for purely academic purposes. All information will be treated with strict confidence. Do not put any name or identification on this questionnaire. Answer all questions as indicated by either filling in the blank or ticking the option that applies.

Section A: General Information

Kindly fill in the information as directed in the various sections provided

1. Kindly indicate your gender. {Please tick one (✓)}

Male ()

Female ()

2. Kindly indicate your age bracket.

i. 18 to 25 ()

ii. 26 to 30 ()

iii. 31 to 35 ()

iv. Above 36 ()

3. What is your academic background?

Secondary/ High school level ()

i. Certificate ()

ii. Diploma ()

iii. Undergraduate ()

iv. Postgraduate ()

v. Masters' degree ()

4. What is your current occupation?

i. Business ()

ii. Employed ()

iii. Non –employed ()

5. Marital status:

- i. Single ()
- ii. Married ()
- iii. Separated/divorced ()
- iv. Widowed ()

6. How long you been in peace building project

- i. 1-3 years ()
- ii. b) 3-6 years ()
- iii. c) 6-9 years ()
- iv. d) 9-12years ()
- v. e) 12 years and above ()

PART B: Stakeholder involvement on Sustainability of Women Empowerment in Peace-Building Project

There is well written stakeholder engagement assesement matrix?

Yes [] No []

There is well written communication plan?

Yes [] No []

Below are statements on role of stakeholder involvement in influencing sustainability of women empowerment in peace building projects. Please specify whether or not you agree with the following assertions by selecting the applicable; Where 1=Strongly Agree, 2=Agree, 3=Neutral, 4= Disagree and 5=Strongly Disagree

Statement	1	2	3	4	5
Our project is well known in the areas we work					
We are given a chance to contribute their own ideas on peace building.					
The peace building project activity decisions, recommendations and successes (e.g. peace agreements) are highly disseminated in the group					
Too much stakeholder involvement could lead to undue influence on the execution of project activities.					
We involve local government in our peace building projects.					
Coordinating and working with other peace building projects in this area is challenge					

Section C. Monitoring and Evaluation on Sustainability of Women Empowerment in Peace-Building Project

Are you involved in M&E activity?

Yes[]

No[]

Do members of the self-help group use digital data collection tools including Android phones, tablets, or laptop computers?

Yes[]

No []

The statements below discuss the role of M&E in impacting the sustainability of women's empowerment in peacebuilding efforts. Please indicate your level of agreement or disagreement with the following statements by ticking the appropriate scale where applicable. 1 means strongly agree, 2 means agree, 3 means neutral, 4 means disagree, and 5 means strongly disagree.

Statements	1	2	3	4	5
The concept of M&E is well known to me.					
Women lack monitoring and reporting mechanisms and practices in peace resolutions					
Information and analysis are fed back to the project for planning					
A functional management information system is available					
There are specific people assigned M&E roles in the project					
All the project activities are monitored to ensure quality					

Section D. Project planning on Sustainability of Women Empowerment in Peace-Building Project

Does the project have written activity implementation planning template(s)

Yes []

No []

Does the group get involved in project planning activity?

Yes []

No []

Below are statements on project planning Influence Sustainability of Women Empowerment in Peace Building Projects. Please indicate the extent to which you agree or disagree with the following statements by ticking the appropriate scale where 1=Strongly Agree, 2=Agree, 3=Neutral, 4= Disagree and 5=Strongly Disagree

Statement	1	2	3	4	5
Our project plans receive the government support					
Our project planning processes are cost effective					
Enough time is allocated to the project activity implementation planning					
Our project planning processes involves all project stakeholders					

Our project's plans are linked to the county government's priorities for the area					
Women lack monitoring and reporting mechanisms and practices in peace resolutions					

Section E. Skill factor on Sustainability of Women Empowerment in Peace-Building Project

To what extent does skills factors affect women participation in peace building in Kenya?

Not at all [] Low Extent [] Moderately [] High Extent [] Very High Extent [] Below
 are statements on skill factors influencing sustainability of women empowerment in peace building projects. Please indicate the extent to which you agree or disagree with the following statements by ticking the appropriate scale where 1=Strongly Agree, 2=Agree, 3=Neutral, 4= Disagree and 5=Strongly Disagree

Statement	1	2	3	4	5
Conflict resolutions are a political activity that requires a proper strategy that women lack					
Many women are constrained by lack of education					
Lack of technical support for women's organizations in peace building and conflict resolution					
Women lack training in leadership and lobbying skills					
Lack of technical support for women's organizations in peace building process					
Women lack training on areas of financial and group management					

Section F. Sustainability of Women Empowerment in Peace-Building Projects

9. To what extent does recognition of women interest during peace making processes affect Sustainability of Women Empowerment in Peace Building Projects?

Not at all () Low Extent () Moderately () High Extent () Very High Extent ()

10. Below are statements on Sustainability of Women Empowerment in Peace-Building Projects. Please indicate the extent to which you agree or disagree with the following statements by ticking the appropriate scale where 1=Strongly Agree, 2=Agree, 3=Neutral, 4= Disagree and 5=Strongly Disagree.

Statement	1	2	3	4	5
There is involvement of women in decision making during peace building					
Sexual and gender-based violence makes it had for women to get involved in Peace-Building Projects					
Women unlike men are the most affected by conflicts					
Women are regarded as home makers and find little time for peace building process					
Conflict resolution is a political activity requiring a sound strategy for women					
Wars are creating more female householder leaders and driving more women into informal marketplaces for the survival of their families					

Thank You for Participating

Appendix III: Interview Guide

The purpose of this questionnaire is to collect information on the organizational Factors influencing sustainability of women empowerment in peace-building projects in Kamukunji sub-County. The information collected will solely be used for scholarly purpose. Data collected will be treated with professionalism as well as confidentiality. Kindly assist with the interview.

1. Kindly describe your organization/ your work and what your main objections are in peace-building projects?
2. Can you comment about the level of your involvement in the M&E for peace-building projects?
3. Explain your level of satisfaction with the M&E towards the sustainability of women empowerment in peace-building projects?
4. In which ways does skill factors contribute to s sustainability of women empowerment in peace-building projects?
5. Do you involve stakeholders in making decisions in peace-building projects?If yes...which decisions do they generally make?
6. Comment on the extent to which you were involved in project planning in peace-building projects?
7. How do women relate to the conflict resolutions and peace building situations in Kenya?
8. What is your opinion on sustainability of women empowerment in peace-building?

Appendix IV: Research Permit

 REPUBLIC OF KENYA	 NATIONAL COMMISSION FOR SCIENCE, TECHNOLOGY & INNOVATION
Ref No: 929769	Date of Issue: 12/April/2023
RESEARCH LICENSE	
	
This is to Certify that Ms. ESTHER Wanjiku KAMUGI of University of Nairobi, has been licensed to conduct research as per the provision of the Science, Technology and Innovation Act, 2013 (Rev.2014) in Nairobi on the topic: ORGANIZATIONAL FACTORS AND SUSTAINABILITY OF WOMEN EMPOWERMENT IN PEACE-BUILDING PROJECTS IN KAMUKUNJI SUB-COUNTY, NAIROBI COUNTY, KENYA. for the period ending : 12/April/2024.	
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