

**DETERMINANTS OF GENDER MAINSTREAMING IN CONSTITUENCY
DEVELOPMENT FUND PROJECTS IN KENYA: A CASE OF SOUTH IMENTI
CONSTITUENCY**

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**A RESEARCH PROJECT SUBMITTED IN PARTIAL FULFILMENT OF THE
REQUIREMENTS FOR THE AWARD OF MASTER OF ARTS DEGREE IN PROJECT
PLANNING AND MANAGEMENT OF THE UNIVERSITY OF NAIROBI**

2016

DECLARATION

I declare that this is my original work and to the best of my knowledge it has not been in any other university or institution of higher learning for examination or any other purposes.

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L50/64864/2011

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

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DEDICATION

I dedicate this study to my dear wife Rahab Muringe and my family member.

ACKNOWLEDGEMENT

I would like to express my gratitude to all those who assisted me in the preparation of this research project. I am grateful to my supervisor Prof. Guantai Mboroki who aided me in the process of conceptualizing and writing this project. I cannot forget to thank Mrs. Tabitha Kimani, lecturer Karatina University for her support, guidance and counsel as I worked on this project.

Lastly and most important, I am grateful to the Almighty God for giving me sound mind and good health without which I would not have undertaken this research project.

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ABBREVIATIONS AND ACRONYMS

CBOs	: Community Based organisations
CCGD	: Collaborative Centre for Gender and Development
CDF	: Constituency Development Fund
CDFB	: Constituency Development Fund Board
CDFC	: Constituency Development Fund Committee
CEDAW	: Convention on the Elimination of All Forms of Discrimination Against Women
MDGs	: Millennium Development Goals
MoPND	: Ministry of Planning and National Development and Vision 2030
MYWO	: Maendeleo Ya Wanawake Organization
NGOs	: Non Governmental Organizations
PMCs	: Project Management Committees
UN	: United Nations
UNESCO	: United Nations Education and Cultural Organization
UNFPA	: United Nations Population Fund
WAD	: Women and Development
WID	: Women in Development

ABSTRACT

This study focused on determinants of gender mainstreaming in constituency development fund projects in Kenya. The objective of the study was to examine the influence of cultural practices, gender awareness, availability of resources and organisational procedures on gender mainstreaming in South Imenti CDF projects. The research design used was a descriptive research design. The design was suitable to answer the questions concerning determinants of gender mainstreaming in constituency development fund projects in South Imenti CDF projects. The research focused on six hundred and twenty seven (627) committee members of the two hundred and nine (209) CDF projects in South Imenti constituency. Cluster and random sampling was used to select a sample of one hundred and twenty five (125) respondents. The research employed self-administered questionnaires to collect data. The data was processed and analyzed using statistical package for social sciences (SPSS) version 17. Descriptive statistics and binary logistic regression were used for analysis. The results are presented in summary reports and tables. Research findings were used to answer research questions and give recommendations on determinants of gender mainstreaming in constituency development fund projects in Kenya. The findings indicated that only 48.7% of the projects had a gender mainstreaming document. Cultural Practices and gender mainstreaming awareness were found to be significant determinants of gender mainstreaming of a CDF project. In the Meru context, traditional beliefs and cultural attitudes regarding the role and status of women in society are still prevalent and many women are part of this system finding it difficult to dislocate from this culture and tradition lest they be ostracized. Gender mainstreaming requires the need to build up the necessary gender knowledge among all policy-makers and learning processes to develop the capacity to put mainstreaming strategies into practice. The study recommends that gender roles should be shared at family level so that the girl child can grow up with a cultural message that there are no jobs that are specifically meant for men and women, policy makers to come up with a curriculum that include gender issues for purpose of sensitizing the community on the cultural barriers which hinder gender mainstreaming, women to have small size families in order to create ample time for their career progress and that women should form professional networking clubs where they mentor each other in order to assist in confidence building, enhancing self-esteem and socialization. It is also recommended that every project management committee should engage a gender expert to steer and advise on gender-related aspects in the project, gender experts together with all those with information on gender mainstreaming strategies should engage other stakeholders in sensitization efforts and that there is need for the government and stakeholders to sensitize all those in project management committees that funds should be availed to train all employees on gender issues at their workstations. Since the study focused on CDF Projects in South Imenti Constituency, it is suggested that the study be extended to other Constituencies to assess whether different findings may be reached regarding gender mainstreaming in CDF management committees.

CHAPTER ONE

INTRODUCTION

1.1. Background to the study

Issues concerning women around the world were given attention in the first women conference held in Mexico City in 1975 where the women decade (1975-1985) was launched. The United Nations (UN) General assembly set out three goals, which were; Equality, development and peace. These goals called for action for promotion of equality for both men and women and also making sure that there is full integration of both men and women in the development efforts and especially increasing women participation in any development (Faith Joy, 2012.) During the fourth United Nations world conference on women in Beijing in 1995, in the Beijing Platform for Action, gender mainstreaming, was noted as major strategy to promote gender equality. It was identified as important element in ensuring human and social justice for women as well as men.

Equality exist when both men and women are able to share equally in distribution of power and influence, have equal opportunities for financial independence through work or through setting up business, access equal to education and the opportunity to develop personal ambitions, interest and talents; share responsibilities for the home and children are free from coercion, intimidation and gender based violence both at work and at home (UNESCO, 2000.) Gender inequality remains a great challenge perpetuating poverty and exclusion.

Over the past few years gender concerns have been gaining prominence with attention being drawn to the plight of the poor and disadvantaged women and the unfinished gender agenda (World Bank 2001). Mpara (2012) noted that an assessment done by Economic Commission of

Africa in 2003 on the situation of gender discrimination in Africa shows that most of the strategies developed have not been fully implemented and have not made notable differences in the women at the grassroots. Africa is still characterized by deterioration poverty levels, women have limited access to productive resources, they suffer gross violates of the social cultural and economic rights; they have inadequate access to social services and are generally marginalized in the economy (Economic Commission of Africa, 2005). According to Viviene (1999) comparisons with other regions in the world indicate that Africa still lags behind in many areas. Globalization has reinforced the marginalization of women in Africa, particularly in the areas of sustainable livelihood, trade, property rights and participation in the global economy.

The equality of men and women has been accepted as a fundamental principle of human rights since the adoption of the United Nations Charter in 1945 as enriched in some of the international agreement such as: Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) 1979 (Women's Bill of Rights,) The World Conference on Human Rights 1993, World Conference of women (Beijing Conference) 1995 (Goal 3-equality, development and peace) and the Millennium Development Goals 2000 (goal 3-promote gender equality and empower women by 2015)

Attaining gender equality demands recognition that current social, economic, cultural, and political systems are gender sensitive; that it is necessary to incorporate men and women specificity, priorities and values into all major social institutions. In 1975 Women's Conference demanded all governments set up instruments to deal with women's issues. In 1976 the Government of Kenya established the Women's Bureau in the department of Social Services. In 2007 Ministry of Gender, Sports, Culture and Social Services was created, now Ministry of

Gender, Children and Social Development. It is mandated to spearhead mainstreaming of gender in public policy, plans and programmes by playing an advisory role to all ministries and state corporations to ensure gender mainstreaming is appropriately done at all levels.

Although there has been an increase on the number of women in legislative bodies, generally women tend to be under represented in all structure of power and decision making. They are subject to cultural attitudes that do not recognize the right of women to lead while policies that promote gender equality in appointments to decision making positions are in place but implementation lags behind. Kenya communities have inculcated into their people the assumptions that leadership rightfully belongs to men (Mazrui, 2004). Even where women are appointed into positions of power they are often appointed to lead ministries that are considered traditionally female such as health, water, social services and are away from the traditionally male dominated areas such as science and technology, Justice, Defense and Finance (UN report, 2005.) However Civil Society Organizations especially women lead organization have carried the burden of alleviating gender discrimination over the years. They include Non Governmental Organizations (NGOs), Community Based Organization (CBO), Faith Based Organization, Women Groups such as Maendeleo ya Wanawake Organizations (MYWO), National Council of women of Kenya and World Vision. Though, working with religious and faith-based organizations presents particular challenges to agenda-setting mainstreaming, since religion and culture shape the norms which define women's and men's roles in daily life, and their status.

Gender concerns in Kenya formed part of the underlying force behind the need for constitutional amendments that eventually led to the process of developing another Constitution for the country. The Constitution (2010) has set an important precedence of addressing the phenomenon

of gender inequality by availing resources and equal opportunities for men and women. For instance, the new Constitution increases women's representation in decision making organs at the local, community and national levels. It provides for women occupying at least a 1/3 of the seats in County Assemblies as well as at least a 1/3 of the seats in the Senate. The constitution also provides for the enactment of legislation to compel Political Parties to be democratic and have women in their decision-making organs. Article 81 (b) of the constitution provides that "not more than two-thirds of the members of elective public bodies shall be of the same gender." The Constitution maintains a one third requirement for either gender in elective bodies giving women of Kenya at least one third minimum in elective bodies. In recognizing the legislature as a crucial arm of government, the constitution proposes to prevent the low representation of either gender in the legislature. Under the membership of the National Assembly in Article 97(1) (b) it increases the representation of women by creating 47 special seats to be competed for by women only. In the membership of the senate in article 98(1)(b) special 16 seats are created for women who are nominated by political parties and in the Article 98(1) (c) and (d), it provides for both gender representation for the youth and persons with disabilities. It also advances principles of equality and non-discrimination especially for women who experience discrimination for many years. The Constitution provides that parliament shall formulate law to promote the representation of women, persons with disabilities, ethnic and other minorities and marginalized community in parliament (Article 100.) Furthermore, Article 232(1) (i) provided for adequate and equal opportunities for both men and women in the appointment, training and advancement at all levels of public service. These provisions are important especially for women in Kenya, for in the past women have been sidelined in enjoying equal participation in the public service. In the past, women have had fewer opportunities than men in accessing professional skills through

higher education and professional training. This has limited their capacity to participate in gainful employment. In addition, most cultures in Kenya have also limited women from accessing and controlling a major socio-economic capital such as land. The Constitution of Kenya prohibits all forms of discrimination including violence against women and any customary law that perpetuates such acts. Therefore, affirmative action measures through programmes and policies are important in breaking the historical injustices that women have faced. Affirmative action policies and programmes will also go a long way in bridging the poverty gap between men and women. The establishment of a Kenya National Human Rights and Equality Commission enhances the framework for the promotion of gender equality and equity and in coordinating gender mainstreaming in national development (Constitution of Kenya(2010) Article 59)

1.2 Statement of the Problem

Government of Kenya is committed to promotion of gender equality and women's empowerment through being compliance with several global and regional instruments, conventions, resolutions and declarations that she is signatory to such as: Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), 1981., The Beijing Declaration and Platform for Action, 1995, Millennium Development Goals (MDGs), particularly Goal Number 1 and 3 (Eradication of poverty, Gender Equality and Women's Empowerment), Vision 2030 and Medium Term Plan (2008 – 2012). In 2004, the National Commission on Gender and Development and Government bodies were created to help formulate policies and carry out issues measures to eliminate gender discrimination. The Gender Commission was established to play oversight role over public institutions in gender mainstreaming. However this policies lack meaningful support from the same government and

remain unimplemented (Mulleshi, 2004.) The President issued a directive on 30% representation by women in Constituency Development Fund Committees and co-opting the chairpersons of the MYWO in these committees. The CDF Act (2013) however, has provided for gender balance in the establishment of the CDFB and the CDFC to ensure both gender participation in the management and implementation of the Constituency development funds projects. Gender mainstreaming has been on the agenda of all organizations involved in development and humanitarian work. However, radical change take time to be realized, hence, it is critical for feminists to continue to challenge governments and development NGOs to adopt strategies which result in genuine redistribution of power in both genders their own institutions and in their operational work. The ability of women or men to achieve political, economic, civic and educational equality can be hindered or helped by the environment in which they live and the facilities they can access. As the government spearheads the implementation process and creation of corresponding policies to fully implement the constitution and other policies relating to gender mainstreaming it becomes important to keep bearing in mind the constraints hindering this goal. This study sought to establish the factors influence gender mainstreaming in the CDF projects in Kenya.

1.3 Purpose of Study

The purpose of this study was to investigate the determinants of gender mainstreaming in development projects with specific reference to CDF Projects in South Imenti Constituency and use the findings to recommend the appropriate measures and strengthen the existing system to ensure gender mainstreaming.

1.4 Objectives of the study

The objectives of the study were:

1. To establish the influence of cultural practices on gender mainstreaming in South Imenti CDF projects.
2. To assess the influence of gender awareness on gender mainstreaming in South Imenti CDF projects.
3. To determine the influence of availability of resources on gender mainstreaming in South Imenti CDF projects.
4. To establish the influence of organisational procedures on gender mainstreaming in South Imenti CDF projects.

1.5 Research Questions

This study was guided by the following research questions:

1. How do cultural practices influence gender mainstreaming in South Imenti CDF projects?
2. How does gender awareness influences gender mainstreaming in the CDF projects in South Imenti Constituency?
3. How does availability of resources influence gender mainstreaming in South Imenti CDF projects?
4. How do organisational procedures influence gender mainstreaming in South Imenti CDF projects?

1.6 Significance of the Study

Gender mainstreaming in projects is about using participatory approaches in all project stages. Collaborative Center for Gender and Development(CCGD,2010) in their report of the Baseline research on “*Women Participation in Governance and Decision Making Process*” noted that

committees constituted for development there are very few of women represented despite the one third affirmative action principle for the women representation. They observed that most communities do not ordinarily associate women with leadership. Cultural based attitude and practices as well as low levels of literacy is major challenge in mainstreaming of gender in development projects. Another key element of lack women participation was on inadequate information on various public development funds available. Generally the limited knowledge of development funds available hinders members of the public from participating actively to the management and utilization of these funds.

The study sought to bring together a group of stakeholders working in development policy and practice, to discuss and assess stories of progress and setbacks on the road to a shared goal of 'gender justice'. Ultimately, the study would enable participants in development projects to pool their thinking and expertise on gender mainstreaming in their different organizational locations and global contexts; extract lessons about the constraints in gender mainstreaming in the pursuit of gender equality and women's rights worldwide; and consider the future of gender mainstreaming.

McCrudden (1996) noted that gender equality policy machineries in some countries even if they attached to ministries often have only a limited range of actions and competences. They have little influence on the policy areas that mostly affect people's lives and also equal opportunity measures can hardly redress the imbalances provoked through other policies. Gender mainstreaming will involve more than the ordinary actors, most being not gender experts in the first instance. These new actors involved will need to build up the knowledge to deal with gender issues (Aleskog, 1997.) Gender mainstreaming requires understanding gender perspective and not focus on women issues. The actors in the development at policy making level and

implementation requires to have a procedural changes in gender mainstreaming; such as rethinking of approaches to policy making, shifting in organizational culture or create a new channels for consultation and cooperation.

The research would unearth some of the practices to enable communities learn from the factors that influence the gender mainstreaming and implementation of gender equality policies so as to perfect the practice.

In summary therefore, this research would not only benefit community members in management and utilization of development funds to effectively mainstream gender but also the donors and Governments in policy making.

1.7 Delimitation of the Study

The study concentrated on South Imenti CDF funded projects in Imenti South District in Meru County which is covered by Meru community with almost similar cultural background. This included project initiated and implemented through Community Based groups but has received part or all the project funds from the CDF kitty. Also projects in already existing institutions but have received funding partly or completely from the CDF kitty. The study also covered the nominated or elected or appointed members of the management committee and the beneficiaries of the projects.

1.8 Limitations of the Study

Time was a major challenge to my study. This challenge was addressed by use of a research assistant.

Secondly, some project management committee members that were likely to shy off from giving information for fear that the research was going to evaluate their leadership were clearly explained on the intention of this research ahead of data collection.

1.9 Assumptions of Study

The assumptions of the study were: the sample chosen represents the population, the respondents answered the questions correctly and truly, and the data collection instrument had validity and measured the desired constructs.

1.10 Definitions of Significant Terms

Culture : The distinctive patterns of ideas, belief and norms which characterise the way of life and relations of a society or a group within a society

Gender Awareness : Perception and realization of ways in which women and men participate in the development process how they are affected by it and how they benefit from it.

Gender Mainstreaming : It is an organisational strategy, to bring gender perspective to all aspects of an institution's policy and activities, through building gender capacity and accountability which ensures strategies and actions for ending discrimination at all levels and stages of the project cycle; taking into consideration men and women's needs, desires, ambitions when decisions are made and resources are allocated

Organisational Procedure: Series of laid down rules and regulation outlined in an organisation's constitution in regard to dealing with certain issues

Project : A project is a series of activities aimed at bringing about clearly specified objectives within a defined time-period and with defined resources (material, financial, human)

Resource : Financial and human resource, in reference to skilled or non-skilled service as well as expertise

1.11 Organisation

This chapter basically dealt with the introduction to the research and its justification, trying to respond to the questions as to why the research was necessary and what it sought to achieve. It also explored into the expected challenges and assumption in course of undertaking the research as well as defining key concepts in the research.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

Gender mainstreaming is now an official policy in many developed countries and among international organizations such as the UNDP, the World Bank, and the European Union and in recent times in developing countries (Emilie and Mark 2000). As defined by Council of Europe (1998), gender mainstreaming is the (re)organization, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels and at all stages, by the actors normally involved in policy making. Mainstreaming is neither the only nor the traditional approach to gender equality policy. Rees (1998) argues that one may distinguish among three ideal-typical approaches to gender issues namely; equal treatment, positive action, and mainstreaming. The first two approaches have been flawed with one deficiency or the other therefore the third and most promising approach as identified by Rees is gender mainstreaming. The concept of mainstreaming calls for the systematic incorporation of gender issues throughout all governmental institutions and policies. With all its elegant benefits it is also an extraordinarily demanding concept, which requires the adoption of a gender perspective by all the central actors in the project process- some of whom may have little experience or interest in gender issues

Emilie and Mark (2000) observed the origins of gender mainstreaming predate the Beijing conference and lie in the efforts of women activists and entrepreneurs to increase the visibility of women and the importance of gender in the policies, programs and projects of international development agencies. Prior to the 1970s, the issue of gender had played at best a marginal role in international governance, limited largely to a little-invoked reference in the 1948 UN

Declaration, which reaffirmed the equal rights of women and men, and an occasional reference to women in the context of the UN's support for economic and social development. Debbie, Diane, Guy and Tanni (2002) indicated that the introduction of a gender approach into the national budgetary resource allocation is part of the process of mainstreaming gender into government policy. It was noted that studies of national budget processes reveal that conventional budget processes do not take into account the requisite assessment or evaluation, which is necessary to achieve long-term strategic goals such as the promotion of gender equity. The way in which the national budget is usually formulated ignores the different socially determined roles, responsibilities and capabilities of men and women" (Welch, 1999). Thus conventional budgeting processes do not take into account the issue of gender. It is now a fact that if budgets fail to respond to the needs and demand of poor women, resources will not be adequately directed to the achievement of equality and for gender specific programmes, as well as to promote opportunities for women in the economy (Esim, 2000). Local systems need to be put in place in order to ensure that the poor and women have effective voice against the voices of more powerful groups. Effective mechanisms are also needed for auditing actual expenditures that have been committed for gender-equity and pro-poor efforts are spent properly (Goetz, 1999).

2.2 Approaches to mainstreaming gender equality

The approach to gender and development has been evolving gradually since the 1970s (Arenas and Lentisco, 2011). They observed that the UN International Year of Women (1975) and the International Women's Decade (1976-85) led to the establishment of gender ministries in many countries and the adoption of Women in Development (WID) policies by donor agencies, governments and NGOs. WID tried to ensure that women would be included in development

interventions and thereby receive a fair share of the benefits. The aim was to move development from a situation of gender blindness or male centeredness to one in which the particular needs of women were addressed—with the increased role of women, particularly in economic activities, leading to women's empowerment. Moving women from silent partners to full participants in development activities would improve overall development effectiveness, because a more complete range of stakeholders would benefit. WID policies tried integrate women into economic development by focusing on income-generating projects for women (Momsen and Janet, 2004.) Most of these projects achieved little success as they ignored the underlying structural inequalities in such areas as land ownership, access to markets, credit and information. Arenas and Lentisco (2011) found out that the Gender and Development (GAD) approach originated among researchers and implementers in the mid 1970s and focused on the ways in which development affects existing gender relations between men and women and vice versa. GAD advocates criticized the WID approach for treating women as a homogeneous category, and emphasized the influence on development outcomes of differences in class, age, marital status, religion and ethnicity as well as gender. Proponents of GAD distinguished between practical gender needs i.e. needs for items which would improve women's lives within their existing roles and strategic gender needs which must be met if women are to be enabled to take on new roles and to become empowered.

Momsen and Janet, (2004.) indicated that the Fourth World Conference on Women (FWCW), held in Beijing in September 1995 was ground breaking in shifting the discourse from Women in Development (WID) to Gender and Development (GAD). The term 'gender mainstreaming' also came into widespread use with the adoption of the Beijing Platform for Action (PFA) at the close of that conference.

2.3 Key steps in gender mainstreaming

In order to mainstream gender equality in development projects and related activities a number of steps are essential (Waterhouse and Charlie, 2005). One crucial step involves collecting data that is gender disaggregated; carrying out a gender analysis and developing strategies to integrate change both at the micro and the macro levels. All these may finally lead to change or a transformation at these levels and some resistance is expected especially for the group that has to be compromised

Gender analysis is the systematic attempt to identify key issues contributing to gender inequalities so that they can be properly addressed (European Commission, 1998.) Gender analysis provides the basis for gender mainstreaming and is described as ‘the study of differences in the conditions, needs, participation rates, access to resources and development, control of assets, decision-making powers between women and men in their assigned gender roles. The European commission (1998) explains that gender analysis is necessary to determine whether specific actions are needed for women or men, in addition to mainstreaming activities. It should be conducted at all levels, from the grass roots through to the highest political levels, and cross all sectors and programmes of development.

2.4 Gender mainstreaming and culture

The country’s sessional Paper on gender (Sessional Paper No. 2, 2006) significantly attributes the unequal status between women and men to socio-cultural attitudes held by men and women and their socialization. The UNFPA State of World Population Report (2008) on Reaching Common Ground: Culture, Gender and Human Right, highlights that as a natural and fundamental dimension of people's lives, culture must be integrated into development policy and programming. The report indicates that culture is a central component of successful development

of poor countries, and must be integrated into development policy and programming. It then becomes the responsibility of the development practitioners and advocates treading with caution and applying a cultural lens to their work. Though advances in gender equality have never come without cultural struggle. Traditional norms or religious values are a major obstacle to develop gender equity, most of these values change only gradually within long term processes. The “culture lens” is UNFPA’s tool for contesting gender inequality and building alliances. It helps to develop the cultural fluency needed for negotiating, persuading and cultivating cultural acceptance and ownership. Koringura (2004) noted that the social cultural influences that have militated against modernity are the ones reflecting the old division of labor and equal training opportunity which require that women conform in what are considered suitable feminine work, occupation, attitude, education and religion where as the men conform to accepted roles in the society.

The Meru culture and traditions discriminates women in terms of participation in areas of decision making (CCGD, 2007.) It was noted that women’s role is mainly seen to be in home and in farms. Jeffreys (2012) observed that Meru tradition had always separated sexes. In childhood, boys played at being worriers while girls played at being wives by working ceaselessly at home. As they grew to the impending adulthood, both gender played apart. Girls were taught to look down and fall silent in the presence of men.

2.5 Gender mainstreaming awareness

The most important achievement in gender equality may be a growing awareness of the need and willingness to promote gender equality (Leijenaar, 1997.) This means that women and men shall have a common acknowledgement of the need to remove imbalances in society and their shared responsibility in doing so. MoPND (2011) in their guidelines to gender mainstreaming noted that

one of the barriers to effective gender mainstreaming is a lack of information on various levels including; about the situation from a gender perspective, about government or organizational mandates for gender equality, about policies and programmes targeting gender equality, about stakeholders and efforts of other actors in promoting gender equality. Lack of sufficient knowledge about gender equality issues will lead to a bad implementation of gender mainstreaming (Council of Europe,2004). When the strategy of gender mainstreaming is implemented, the matters relating to gender equality will no longer be only in the hands of a specific division, but will be present in all divisions in a given project. Hafner and Pullock(2002) noted that Gender mainstreaming is an extraordinarily demanding strategy requiring the inclusion of a gender perspective by all the central actors in the policy process, many of whom may have least interest in gender issues. The actors are no longer specialists in equality issues, which entail the danger that they might fail to identify gender interests or to implement good gender equality policies. It could even mean that they lack a proper understanding of the mainstreaming strategy itself. There might be a lack of people having the knowledge to build up gender mainstreaming policies, especially where there are too few women in decision-making. The Council of Europe report (2004) confirms that, gender mainstreaming requires the need to build up the necessary gender knowledge among all policy-makers and learning processes to develop the capacity to put mainstreaming strategies into practice. As mainstreaming is not a goal in itself, but a strategy to achieve gender equality, it presupposes that the necessary knowledge of gender relations is available for policy-makers. Though the Council Of Europe (2004) report indicate that not all knowledge can be developed in gender equality machineries and, therefore, sufficient research in gender studies has to be carried out and made available. Such research would comprise the analysis of current imbalances between the sexes in all policy

fields as well as prognoses of how future initiatives will affect women and men. Mainstreaming requires strong gender studies. When knowledge of gender relations is available in several places in the administrative system, this will facilitate gender mainstreaming to a great extent. Therefore, governments will need to support awareness raising and dissemination of knowledge of gender equality.

2.6 Political will

Politicians play a crucial role in gender mainstreaming, given their official and formal task of defining policy priorities and initiating general policies. Politicians have to make sure that the needs of the whole population are taken into account and served and that policies improve the well-being of society as a whole. It is recognized that the imbalance between women and men cannot be efficiently combated without the interest, involvement and commitment of the political system and of society as such. Politicians are the main actors responsible for the definition of gender equality as one of the main goals to achieve, for the explicit promotion of gender equality and for the reallocation of the necessary means and conditions required for gender mainstreaming. In fact, politicians are the main actors to initiate mainstreaming. Saying this, it becomes clear that political will and a serious political commitment are a crucial prerequisite for mainstreaming. Even if gender mainstreaming involves many actors and politicians are not necessarily those with the most gender expertise, the main responsibility for making gender mainstreaming possible rests on their shoulders. Without a strong political will to create little by little a consensus on, and a culture of, gender equality, the policy of gender mainstreaming will not be successful. The political will to mainstream involves the will to question current gender relations and the structures, processes and policies perpetuating inequality. It implies, among other things, equal access to paid work

and to economic power, and the will to adapt the structures and processes enabling the sharing of family responsibilities and household tasks.

Gender mainstreaming should be made a political issue (Commission of Europe, 2004). They argued that NGOs can be important in helping to create this political will since women's groups, trade unions, migrant groups, churches and NGOs feel the pulse of society and see or sense problems. This proximity to the grassroots and their high degree of specialization mean that they have a lot of expertise in a given policy field. They constitute an important source of knowledge and play an important role in transmitting it to policy-makers and influencing the political agenda.

Council of Europe (2004) specifies that it is obvious that it will be difficult to obtain the political will for gender mainstreaming if women are not fully involved in political and public life and in decision-making in general. Therefore, it is important that women enter political and public life in much greater numbers. There is a strong correlation between the political will for gender mainstreaming and public awareness of gender equality issues.

2.7 Resources of gender mainstreaming

Financial means are an absolute prerequisite for gender mainstreaming like any other policy strategy. Even if countries show the necessary political will and have comprehensive gender equality policies and detailed knowledge of gender relations at their disposal, this will not enable them to adapt existing policy techniques and tools, set up new channels of co-operation and provide the necessary gender training for policy-makers. All these aspects mentioned require financial means. Financing for gender mainstreaming is critical to ensuring adequate budgets for

gender specialist staff positions and consultants; as well as for capacity building resources, such as tools and training

Human resources are central to mainstreaming gender equality at the organizational and field level. Skilled personnel are needed to deliver appropriate knowledge and to conduct analysis and monitoring functions in the design and implementation of interventions; as well as to provide policy and technical advice to partner governments. A lack of adequate tools and techniques might mean that mainstreaming will be badly implemented or not implemented at all. Gender mainstreaming might require the need to develop new policy tools and to adapt existing ones, e.g. the reconsideration of statistical data and the integration of gender as an extra variable

UN Economic and Social Council (UN ECOSOC, 2004) developed a theory of change for gender mainstreaming of which they identifies four key assumptions that need to be present to achieve the mainstreaming of gender equality: (a) effective leadership, (b) adequate financial and human resources, (c) availability of appropriate procedures and processes, (d) and appropriate organizational incentives and accountability structures

2.8 Conceptual Framework

The researcher adopted a conceptual framework that was defined by a dependent variable; gender mainstreaming and independent variables; cultural practices, gender awareness, resources availability, and organizational procedures. In addition the researcher considers influence of moderating variable of government policies and regulations and extraneous variable of political will.

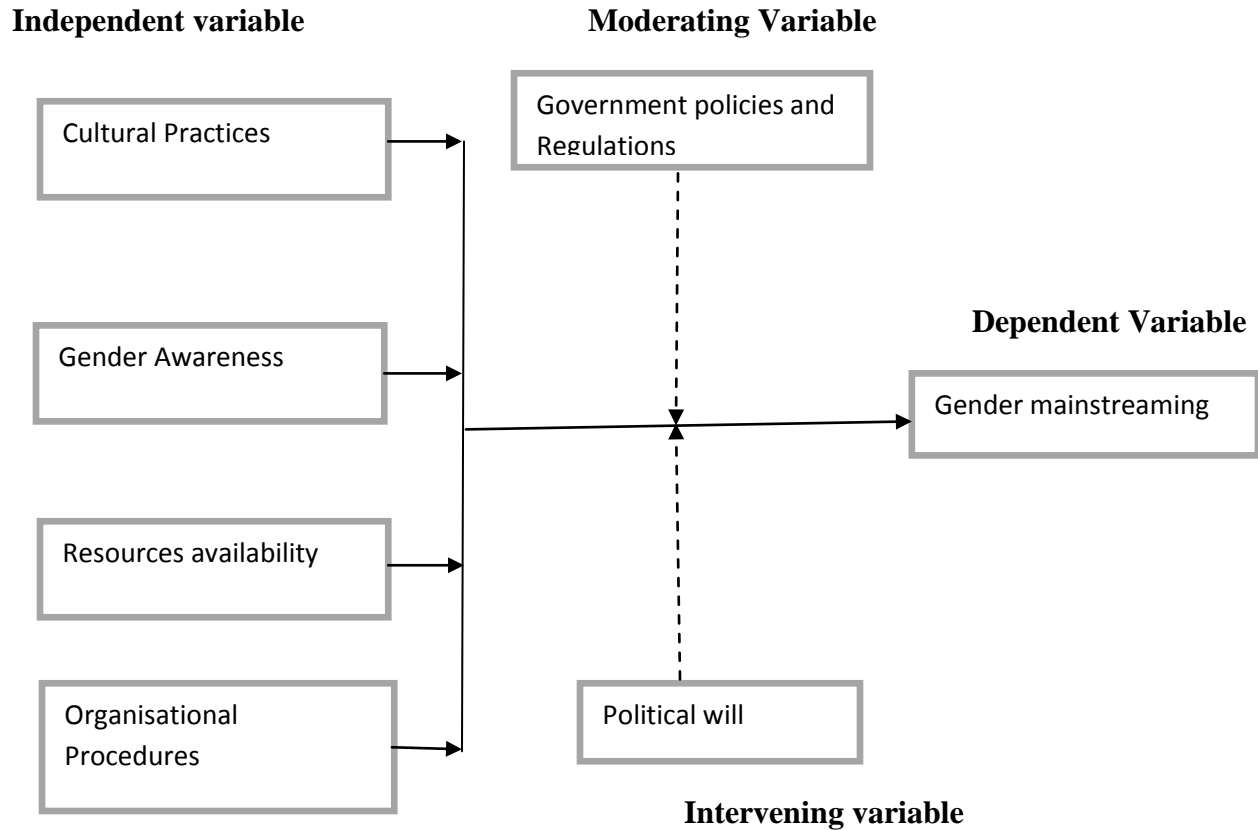


Figure 1: Conceptual Framework

2.9 Summary

The chapter analysed some of the opinion of other scholars on the implementation of gender mainstreaming in organizations. It gives their findings on the factors determining successful gender mainstreaming. In addition it gives the conceptual framework of the study.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter details the procedures that were applied while conducting the research. This includes the study design, target population, sample design, data collection procedures and data analysis techniques.

3.2 Research design

Kothari (2003) described research design as the decision regarding what, where, when, how much, by what means concerning an inquiry or a research study. The research adopted a descriptive survey design. In Descriptive research study one needs to define clearly what he is to measure and provide clear definition of the target population providing adequate methods of measure. The descriptive research design assisted the researcher to find out the determinant of gender mainstreaming in CDF projects by use of the questionnaires, interviews and observations. Kothari (2003) points out the need to ensure adequate safeguards against bias and unreliability. He suggests the use of the structured instruments for the data collection which requires the researcher to have questions to the respondent which are unambiguous. In addition a pilot survey was conducted to pre-test the instruments.

3.3 Target Population

According to Mugenda and Mugenda (1999) a target population is the population to which a researcher wants to generalize the results of a study. South Imenti CDF have supported project mainly relating to water, education, health, provincial administration and security. Research access is easier if researcher is from same community being researched on (Sherlock, 1999.) The

researcher being a resident of the target community had an advantage in gathering information from the community. The researcher targeted the membership of the Project Management committee. The total number of projects funded was 209. Projects in every respective category of were covered with respondents randomly selected from the PMC membership of the respective project.

3.4 Sampling procedure and Sample size

Sampling is done in order to minimize costs, increase the speed of data collection, improve on accuracy of results and enhance the availability of population elements (Cooper & Schindler, 2003.) Sampling was done by the researcher to determine the members or items of the target population to be included in the study. A combination of cluster and then simple random sampling method were used. The projects were categorised into clusters of similar nature then simple random sampling was used to select the respondent projects. This helped in determining the probability of each elementary unit of each category of the population which was chosen hence increasing the possibility of collective representation and accuracy. To ensure proper presentation, the research considered the projects clusters and took equal percentage of sample from each cluster. The selection of the respondents was three persons selected through random sampling from the PMC membership. According to Gay (1992) and Sevaran (2001) researcher can take sample of 10% of bigger population and at least 20% of a smaller population and that a sample of above 30 to 500 is good representation of a population. This is taken as rule of thumb. Kasomo (2006) noted the larger the sample the smaller the error. The researcher took 20% of the respondent per cluster. The table below shows the respective cluster of the population, number of projects per cluster, the total number of targeted population in the respective cluster and the sample size

Table 3.1 : Population and sample size

Category of projects	No. projects per category	Population	Sample size
Education	75	225	45
Water	56	168	34
Health	37	111	22
Provincial administration	27	81	16
Security	14	42	8
Total	209	627	125

Source: South Imenti CDF office

A sum of 125 respondents was sampled from a total population of 627; this is from 209 projects of the different categories or cluster.

3.6 Methods of data collection

Data was collected using self-administered structured questionnaires. The questionnaire was based on numerical scale and likert scale and was be prepared in accordance with the objectives of the study. According to Kiess and Bloomist (1985), questionnaires are more convenient in their administration; they enable to reach to large numbers of people simultaneously and provide the investigation with an easy accumulation of data. Gay (1992) indicates that questionnaires give respondents freedom to express their views or opinion and also make suggestions. In addition Davies (1997) observes that questionnaires provide a high degree of standardization and adoption of generalized information amongst any population. Documentary or archival review was also used to collect information on social cultural practices, organisational procedure and resources availability.

3.7 Validity

To reduce the shortcomings and ensure effectiveness of the questionnaire, a pretest was conducted on a different sample of similar characteristics to the actual sample. According to Mugenda and Mugenda (2003), the number of cases in the pretest should range from 1% to 10%. After the piloting the questionnaire was adjusted accordingly to meet the desired purpose.

3.8 Reliability

Reliability refers to the consistency of the results obtained of an instrument from one administration to another for each individual. To establish reliability of the instruments used, a pre-test exercise was done on the instrument on sample of the projects respondents for the different categories

3.9 Methods of data analysis

Descriptive statistics and logistic regression model was used to analyze the data. Descriptive statistics was used to summarize the data and establish characteristics of the population. Logistic regression model was chosen because the dependent variable in this study is dichotomous. Frequency distributions and percentages were be used to present the result findings. The omnibus test of model coefficients, the classification table and the model summary were used to assess the goodness fit of the model. The Nagelkerke R Square was interpreted since it's more useful than the Cox & Snell Pseudo-R Squared. This is because Nagelkerke R Square is a modification of Cox & Snell Pseudo – R Squared. The computation of the two is explained below;

Computation of Cox & Snell Pseudo-R²

$$R^2 = 1 - \left[\frac{-2LL_{null}}{-2LL_k} \right]^{2/n}$$

Where the null model is the logistic model with just the constant and the k model contains all the predictors in the model. Since this R-squared value cannot reach 1.0, Nagelkerke modifies the Cox and Snell version to make 1.0 a possible value for R-squared.

Computation of Nagelkerke Pseudo-R²

$$R^2 = \frac{1 - \left[\frac{-2LL_{null}}{-2LL_k} \right]^{2/n}}{1 - (-2LL_{null})^{2/n}}$$

Table 3.2: Operationalization table

OBJECTIVE	TYPE OF VARIABLE	INDICATOR	MEASURE	LEVEL OF SCALE	APPROACH OF ANALYSIS	TYPE OF ANALYSIS	LEVEL OF ANALYSIS
To establish whether cultural practices influence gender mainstreaming in CDF projects..	Independent variable : Cultural Practices	Extent to which culture influences gender mainstreaming in CDF projects	Rate of extent to which culture influences	Nominal Ratio	<i>Qualitative</i>	Parametric	Descriptive
To assess whether gender awareness influences gender mainstreaming in South Imenti CDF	Independent variable: gender awareness.	Extent to which gender awareness influences	Rate of extent to which gender awareness	Nominal.	<i>Qualitative</i>	Parametric	Descriptive

projects.		gender mainstreaming	influences gender mainstreaming				
To determine whether resources availability influences gender mainstreaming in the South Imenti CDF projects	Independent variable: resource availability	Extent to which resources availability influences gender mainstreaming	Rate of extent to which resources availability influences gender mainstreaming	Nominal.	Qualitative	Parametric	Descriptive
To establish whether organisational procedures influence gender mainstreaming in South Imenti CDF projects.	Independent variable: Organizational procedures.	Extent to which organizational procedure influences gender mainstreaming	Rate of extent the organizational procedure influences gender mainstreaming	Nominal.	Qualitative	Parametric	Descriptive

CHAPTER FOUR

DATA ANALYSIS, INTERPRETATION AND PRESENTATION

4.1 Introduction

This chapter presents results of data analysis from the respondents. The chapter describes the data collection process and analysis and profile of respondents. Descriptive and binary logistic regression analyses are presented. The determinants of gender mainstreaming in Constituency Development Fund projects are discussed. The primary aim of this study was to investigate the determinants of gender mainstreaming in development projects with specific reference to CDF Projects in South Imenti Constituency.

4.2 Data collection Process and Analysis

The data for the study was collected by use of questionnaires. A total of 125 questionnaires were distributed to CDF Projects in South Imenti Constituency. A total of 113 questionnaires were returned, thus over 90% of the questionnaires were returned and according to Mugenda (2003), above 50% return of the questionnaires is acceptable. The findings of the study from the data collected were analyzed using statistical package for social sciences (SPSS) version 17, organized and presented in tables.

4.3 Profile of the Respondents

From the research findings, it was established that out of 113 respondents who returned the questionnaires, 26.5% held the position of chairperson, 25.7% were secretaries, 20.4% were treasurers, 19.5% were members, 5.3% were vice chairpersons while 2.7% were vice secretaries

to the project committees. It was further established that 69% of the respondents were men while 31% were women. This result indicates that men were slightly above two thirds of the committee's composition. This is a true reflection of the composition of most committees and boards in Kenya today. The National Assembly of Kenya is still male dominated even after the constitution has reserved 47 seats for women in the Assembly to increase the women representation. In most of the constitutional commissions in Kenya today, women representation is only a third indicating that this representation could be lower if it wasn't a constitutional requirement to have at least a third representation of either gender.

Majority of the respondents (43.4%) aged 46 to 55 years, 28.3% aged above 55 years, 23.0% aged 36 to 45 years while 5.3% were in 26 to 35 years bracket. This means that the respondents were unevenly distributed in terms of age with the higher age brackets recording higher figures than the lower age brackets. In regard to the number of men in the management committees, 56.6% of the projects had 6 to 8 members, 38.1% had 3 to 5 members while 5.3% had 9 to 11 members. Regarding the number of women in the management committees, 63.7% of the projects had 3 to 5 members, 24.8% had less than 3 members while 11.5% had 6 to 8 members. This result indicates a sharp discrepancy in the composition of men and women in the management committees. In close to two thirds of the management committees, the number of men in these committees was 6 to 8 whereas the number of women in those committees was 3 to 5. It is also worth noting that in a quarter of the committees, the number of women was less than 3 while there was no single committee that reported a membership of less than 3 men. In contrast, some of the committees (5.3%) recorded a membership of 9 to 11 men while no single committee recorded women membership in this membership bracket. Hence we can say that the

respondents in this study were a true reflection of the composition of their CDF management committees. The same results have been discussed above. This is illustrated in table 4.1.

Table 4.1: General profile of the respondents

Position held by the respondent	Frequency	Percent
Chairperson	30	26.5
Secretary	29	25.7
Treasurer	23	20.4
Vice chairperson	6	5.3
Vice secretary	3	2.7
Member	22	19.5
Total	113	100.0
Gender of the respondent	Frequency	Percent
Male	78	69.0
Female	35	31.0
Total	113	100.0
Age of the respondent	Frequency	Percent
26 to 35 years	6	5.3
36 to 45 years	26	23.0
46 to 55 years	49	43.4
Above 55 years	32	28.3
Total	113	100.0
Number of male members in the management committee	Frequency	Percent
3 to 5	43	38.1
6 to 8	64	56.6
9 to 11	6	5.3
Total	113	100.0
Number of female members in the management committee	Frequency	Percent
Less than 3	28	24.8
3 to 5	72	63.7
6 to 8	13	11.5
Total	113	100.0

Source: Researcher (2014)

4.4 Aspects of Leadership in the CDF projects

A high majority of the respondents (69.9%) reported that show of hands was used as the mode of choosing them to the management committee, 13.3% reported secret ballot, and 8.8% reported appointment on recommendation by the chief while 8.0% reported appointment on recommendation by an MCA, MP or a senior government official. This result indicates that more than two thirds of the respondents were chosen to the management committees of the CDF projects by show of hands as the mode of election. In regard to the main factor considered in choice of the project leaders, a whopping 75.2% said experience in community service was the main consideration, 15.9% said academic qualification while 8.8% said that their negotiation skills were the main factor considered in the choice of the project leaders.

The respondents were asked the extent to which gender is taken into account in the choice of leaders. Majority (46.0%) said gender was considered to a moderate extent, 29.2% said to a great extent, 18.6% said to the fullest extent while 6.2% were of the view that gender was taken into account in the choice of leaders to a limited extent. A high majority (54.0%) of the men committee members attended the meeting most of the times, 23.9% attended all the times, 14.2% attended sometimes while 8.0% rarely attended the meetings. Majority of their women counterparts (38.9%) attended the meeting some of the times, 34.5% attended most times, and 23.9% attended all the times while 2.7% rarely attended the meetings. This result indicates that women had a higher challenge in meeting attendance as compared to men. Whereas more than a third of the women rarely or sometimes attended the meetings, only a fifth of the men were in this category of meeting attendance. The explanation of this could be the fact that women are

more involved in domestic chores like shopping, visiting children in school and other home chores in spite of the fact that their careers are equally demanding as those of their men counterparts. Hence they are left with little time to spare for other development work.

The respondents were asked their view on the men and women participation in the management committee meetings. In regard to men participation, 48.7% rated the men participation as above average, 37.2% rated significant while 14.2% rated the men participation in the meetings as average. Majority of the respondents (33.6%) rated women participation in meetings as average, 31.9% rated significant, 26.5% rated above average while 8.0% of the respondents rated women participation in the committee meetings as little. This result indicates that men participation in the management committee meetings was more significant than that of their women counterparts. More than four fifths of the men participation was rated as either significant or above average while ratings of the same categories of women participation was less than two thirds. This is illustrated in table 4.2.

Table 4.2: Aspects of Leadership in the projects

Mode in which the project leaders are chosen	Frequency	Percent
Secret ballot	15	13.3
Show of hands	79	69.9
Appointment on recommendation of the chief	10	8.8
Appointment on recommendation of MCA or MP	9	8.0
Total	113	100.0
Main factor considered in choice of the project leaders	Frequency	Percent
Academic qualifications	18	15.9
Experience in community service	85	75.2
Negotiations skills	10	8.8
Total	113	100.0
Extent to which gender is taken into account in the choice of leaders	Frequency	Percent
To a limited extent	7	6.2
To a moderate extent	52	46.0
To a great extent	33	29.2
To the fullest extent	21	18.6
Total	113	100.0
Men attendance to the meetings	Frequency	Percent
Rarely	9	8.0
Sometimes	16	14.2
Most times	61	54.0
Always	27	23.9
Total	113	100.0
Women attendance to the meetings	Frequency	Percent
Rarely	3	2.7
Sometimes	44	38.9
Most times	39	34.5
Always	27	23.9
Total	113	100.0
Men participation in the meeting	Frequency	Percent
Average	16	14.2
Above average	55	48.7
Significant	42	37.2
Total	113	100.0
Women participation in the meeting	Frequency	Percent
Little	9	8.0
Average	38	33.6
Above average	30	26.5
Significant	36	31.9
Total	113	100.0

Source: Researcher (2014)

4.5 Presence of Affirmative action

A whopping 94.7% of the respondents reported that their management committees were exercising affirmative action while the rest were not. A high majority (89.4%) of the management committees applied quotas in filing some positions while the rest were not. On the same note, 94.7% of the committees ensured that both gender were present when decision were made while the rest did not. This result indicates that there was significant gender awareness in the CDF management committees. This is illustrated in table 4.3.

Table 4.3: Presence of Affirmative action

Presence of affirmative action	Frequency	Percent
Yes	107	94.7
No	6	5.3
Total	113	100.0
Quotas applied in filing some position	Frequency	Percent
Yes	101	89.4
No	12	10.6
Total	113	100.0
Both gender must be present when decision are taken	Frequency	Percent
Yes	107	94.7
No	6	5.3
Total	113	100.0

Source: Researcher (2014)

4.6 Aspects of Gender mainstreaming

The respondents were asked whether their management committees had a gender mainstreaming policy document. Majority of the management committees (51.3%) reported that they didn't have a gender mainstreaming document while the rest (48.7%) reported presence of a gender

mainstreaming document. The respondents were asked their opinion on whether CDF should have gender sensitization manual for the projects. A massive 91.2% were of the opinion that CDF should have gender sensitization manuals for their projects while the rest (8.8%) did not subscribe to this opinion. In regard to whether the management committee liaises with the gender, children and social development officer concerning gender issues, 77.9% of the respondents reported that their committees did not have such network while the rest (22.1%) said that they had. A high majority (73.5%) said that they had not attended any workshop or seminar on gender mainstreaming while the rest (26.5%) said that they did attend.

The study sought to establish the extent to which gender issues are taken seriously and discussed openly by men and women in the project. Majority of the respondents (23.9%) were of the opinion that gender issues were taken seriously to the fullest extent same as not at all taken seriously, 22.1% to a limited aspect, 21.2% to a great extent while 8.8% of the respondents were of the opinion that gender issues were taken seriously only to a moderate extent.

In regard to the gap between how men and women in the project view gender issues, 31.9% were of the view that there was a negligible gap, 29.2% were of the opinion that the gap was average same as little while 9.7% were of the opinion that the gap between how men and women in the project view gender issues was above average. This is illustrated in table 4.4.

Table 4.4: Aspects of Gender mainstreaming

Presence of a gender mainstreaming policy document	Frequency	Percent
Yes	55	48.7
No	58	51.3
Total	113	100.0

Respondent opinion on whether CDF should have gender sensitization manual for the projects	Frequency	Percent
Yes	103	91.2
No	10	8.8
Total	113	100.0

Management committee liaises with the gender, children and social development officer concerning gender issues	Frequency	Percent
Yes	25	22.1
No	88	77.9
Total	113	100.0

The respondent has attended trainings/ workshops on gender mainstreaming	Frequency	Percent
Yes	30	26.5
No	83	73.5
Total	113	100.0

Extent to which gender issues are taken seriously and discussed openly by men and women in the project	Frequency	Percent
Not at all	27	23.9
To a limited extent	25	22.1
To a moderate extent	10	8.8
To a great extent	24	21.2
To the fullest extent	27	23.9
Total	113	100.0

Gap between how men and women in the project view gender issues	Frequency	Percent
Negligible	36	31.9
Little	33	29.2
Average	33	29.2
Above average	11	9.7
Total	113	100.0

Source: Researcher (2014)

4.7 Determinants of gender mainstreaming: Descriptive statistics

According to empirical literature and subsequent conceptual framework, gender mainstreaming is affected by a multiplicity of factors: organisational procedures, cultural practices, gender mainstreaming awareness and resources. The respondents were asked to give their opinion on the influence of each of the four variables to gender mainstreaming. Majority of the respondents (36.3%) were of the opinion that CDF procedures had above average influence on gender mainstreaming, 34.5% significant influence, 20.4% average influence, 6.2% little influence and 2.7% of the respondents were of the opinion that CDF procedures had negligible influence on gender mainstreaming. This result indicates that organizational procedures had a significant influence on gender mainstreaming in CDF Projects in South Imenti Constituency. More than two thirds of the respondents were of the opinion that organizational procedures had either a significant or above average influence on gender mainstreaming, with less than 3% with the opinion that it had negligible influence.

In regard to cultural practices, majority of the respondents (38.9%) said it had significant influence, 35.4% above influence, 15.9% average influence, 8.0% little influence and 1.8% of the respondents said that cultural practices had negligible influence on gender mainstreaming. This result indicates that cultural practices had a significant influence on gender mainstreaming in CDF Projects in South Imenti Constituency. Three quarters of the respondents were of the opinion that cultural practices had either a significant or above average influence on gender mainstreaming, with less than 2% with the opinion that it had negligible influence.

On gender mainstreaming awareness, 33.6% said it had above average influence, 29.2% said it had significant influence, 17.7% said it had average influence, 15.9% said it had little influence and 3.5% said that gender mainstreaming awareness had negligible influence on gender mainstreaming. This result indicates that gender mainstreaming awareness had a significant influence on gender mainstreaming in CDF Projects in South Imenti Constituency. More than half of the respondents were of the opinion that gender mainstreaming awareness had either a significant or above average influence on gender mainstreaming, with less than 4% with the opinion that it had negligible influence.

Regarding availability of resources, 28.3% said it had average influence, 27.4% said it had negligible influence, 20.4% said it had little influence, 16.8% said it had above average influence and 7.1% said availability of resources had significant influence on gender mainstreaming. This result indicates that availability of resources had no significant influence on gender mainstreaming in CDF Projects in South Imenti Constituency. Three quarters of the respondents said that availability of resources had average, little or negligible influence on gender mainstreaming, with less than 8% with the opinion that it had significant influence. This is illustrated in table 4.5

Table 4.5: Determinants of gender mainstreaming: Descriptive statistics

Influence of CDF procedures on gender mainstreaming	Frequency	Percent
Negligible	3	2.7
Little	7	6.2
Average	23	20.4
Above average	41	36.3
Significant	39	34.5
Total	113	100.0

Influence of culture on gender mainstreaming	Frequency	Percent
Negligible	2	1.8
Little	9	8.0
Average	18	15.9
Above average	40	35.4
Significant	44	38.9
Total	113	100.0

Influence of gender mainstreaming awareness on gender mainstreaming	Frequency	Percent
Negligible	4	3.5
Little	18	15.9
Average	20	17.7
Above average	38	33.6
Significant	33	29.2
Total	113	100.0

Influence of resources on gender mainstreaming	Frequency	Percent
Negligible	31	27.4
Little	23	20.4
Average	32	28.3
Above average	19	16.8
Significant	8	7.1
Total	113	100.0

Source: Researcher (2014)

4.8 Multivariate Analysis

To determine the factors significantly associated with gender mainstreaming in CDF projects, logistic regression was utilized since the dependent variable was dichotomous. The model summary, classification table and Omnibus test of model coefficient were used to test the goodness fit of the logistic model.

4.8.1 Model Summary

Table 4.6: Model Summary

Cox & Snell R Square	Nagelkerke R Square
.665	.886

Source: Researcher (2014)

The Nagelkerke R Square shows that about 88.6% of the variation in the outcome variable is explained by this logistic model, hence this is a good model fit. Nagelkerke's measure gives us a higher value than does Cox and Snell's since Nagelkerke's measure is a modification of Cox and Snell's, allowing the measure to use the full 0-1 range.

4.8.1.1 Null Model

Table 4.7: Null Model/Beginning Block

Observed		Predicted		Percentage Correct
		Presence of a gender mainstreaming policy document		
		Yes	No	
Presence of a gender mainstreaming policy document	Yes	0	55	.0
	No	0	58	100.0
Overall Percentage				51.3

Source: Researcher (2014)

This part of the output describes a "null model", which is model with no predictors and just the intercept. The null model or the beginning block presents the results with only the constant included before any coefficients are entered into the equation. Logistic regression compares this model with a model including all the predictors to determine whether the latter model is more appropriate. The table suggests that if we knew nothing about our variables and guessed about gender mainstreaming in CDF projects, we would be correct 51.3% of the time.

4.8.1.2 Classification Table

Table 4.8 Classification Table

Observed		Predicted		Percentage Correct
		Presence of a gender mainstreaming policy document		
		Yes	No	
Presence of a gender mainstreaming policy document	Yes	54	1	98.2
	No	5	53	91.4
Overall Percentage				94.7

Source: Researcher (2014)

The classification table shows how well our full model correctly classifies cases. The overall percentage shows the model is 94.7% accurate. This is a good model fit since the overall percentage of the null model is 51.3%.

4.8.1.3 Omnibus Tests of Model Coefficients

Table 4.9: Omnibus Tests of Model Coefficients

	Chi-square	Df	Sig. (P – value)
Step	123.458	4	.000
Block	123.458	4	.000
Model	123.458	4	.000

Source: Researcher (2014)

Model chi-square tests whether the model as a whole predicts occurrence better than chance. In binary logistic regression, it is interpreted as a test of the capability of all predictors (independent variables) in the model jointly to predict the response (dependent) variable. The value given in the sig. column is the probability of obtaining this chi-square statistic (123.458) if there is in fact no effect of the independent variables, taken together on the dependent variable. This is the p-value which is compared to a critical value (0.05) to determine if the overall model is statistically significant. The model is statistically significant because the predictor is less than 0.05. The chi-square statistics for step, model and block are the same because we have not used stepwise logistic regression or blocking.

Df :- This is the number of degrees of freedom for the model. There is one degree of freedom for each predictor in the model. We have four predictors; organisational procedures, cultural practices, gender mainstreaming awareness and resources.

4.8.2 Determinants of gender mainstreaming

The variables for the study were organisational procedures, cultural practices, gender mainstreaming awareness and resources. The output of the binary logistic regression indicating the significance of each of the predictor variable is shown in table 4.10 below;

Table 4.10: Determinants of gender mainstreaming

	B	S.E.	Wald	df	P-values	Exp(B)
Organizational Procedures	-.411	.520	.626	1	.429	.663
Culture	-3.280	1.000	10.756	1	.001	.038
Gender mainstreaming Awareness	-4.914	1.938	6.432	1	.011	.007
Resource availability	.068	.398	.029	1	.865	1.070

Source: Researcher (2014)

For a binary logistic regression, the “wald”, “P-value” and “Exp (B)” columns are important for interpretation of the predictor variables. These are discussed below;

Wald and P value

These columns provide the wald chi-square and p-value. The p-value is compared against a critical value of 0.05. A predictor would be statistically significant if its p-value is less than the critical value.

Logistic regression Coefficient B and Exp (B)

The logistic regression coefficient indicates the direction and strength of the relationship between the independent and dependent variable. It represents the influence of a one unit change in the independent variable on the log – odds of the dependent variable. Exp (B) is the exponentiation of the B coefficient which is an odds ratio. Odds ratio are easier to interpret than the coefficient.

Odds describe the ratio of the number of occurrence to the number of non-occurrences. It has some relationship with probability since probability is the ratio of the number of occurrences to the total number of probabilities. Probability ranges from 0 to 1 whereas odds range from 0 to infinity. The relationship between probability and Odds can be summarized in the formulae below,

$$\text{Probability} = \text{Odds} / 1 + \text{Odds}$$

It is hence possible to convert findings to probability when they are reported as odds. Odds of one indicate equal probability of occurrence and non-occurrence. An odds less than one indicates that occurrence is less likely than non-occurrence. Odds greater than one indicates that occurrence is more likely than non-occurrence. Hence Exp (B) indicates how many times higher the odds of occurrence are for each one unit increase in the independent variable.

4.8.2.1 Cultural Practices

This study sought to establish the influence of Cultural Practices on gender mainstreaming of CDF projects. This variable was found to be significant at 0.001 level of significance and [Exp (B) 0.038] indicating that it was important in influencing gender mainstreaming of a CDF project. This means that there is a negative relation between cultural practices and the gender mainstreaming of a CDF project since the Exp (B) is less than one. This agrees with the argument of CCGD (2007) who noted that the Meru culture and traditions discriminates women in terms of participation in areas of decision making and added that women's role is mainly seen to be in home and in farms. It also corresponds well with the finding of Jeffreys (2012) who observed that Meru tradition had always separated sexes. In childhood, boys played at being

worriers while girls played at being wives by working ceaselessly at home. As they grew to the impending adulthood, both gender played apart. Girls were taught to look down and fall silent in the presence of men.

It is worth noting that this study found out that men attendance in CDF project committee meetings was much better than that of their women counterparts. The explanation of this could be the fact that women are more involved in domestic chores like shopping, visiting children in school and other home chores in spite of the fact that their careers are equally demanding as those of their men counterparts. Hence they are left with little time to spare for other development work. This argument is supported by the country's sessional Paper on gender (Sessional Paper No. 2, 2006) that significantly attributes the unequal status between women and men to socio-cultural attitudes held by men and women and their socialization.

The finding of this study agrees with the UNFPA State of World Population Report (2008) that noted that traditional norms are a major obstacle to develop gender equity, most of these values change only gradually within long term processes. The report indicates that culture is a central component of successful development of poor countries, and must be integrated into development policy and programming. It then becomes the responsibility of the development practitioners and advocates treading with caution and applying a cultural lens to their work.

In the Meru context, traditional beliefs and cultural attitudes regarding the role and status of women in society are still prevalent and many women are part of this system finding it difficult

to dislocate from this culture and tradition lest they be ostracized. Despite women's education and entry into the job market, the woman's role is typically one of homemaker. The man, on the other hand, is bread winner, head of household and has a right to public life. Women in Meru and Kenya in general are said to be nurturers and caregivers. Many working mothers must therefore multitask. Distractions creep into the work day, phone calls to school between meetings, trip to the bank at lunch time, taking care of the children and the elderly. This is a major setback to gender mainstreaming.

4.8.2.2 Gender mainstreaming Awareness

This study sought to establish the influence of gender mainstreaming awareness on gender mainstreaming of CDF projects. This variable was found to be significant at 0.011 level of significance and [Exp (B) 0.007] indicating that it was important in influencing gender mainstreaming of a CDF project. This corresponds well with the findings of MoPND (2011) who noted that one of the barriers to gender mainstreaming is a lack of information on various levels including; about the situation from a gender perspective, about government or organizational mandates for gender equality, about policies and programmes targeting gender equality, about stakeholders and efforts of other actors in promoting gender equality. It also agrees with the finding of Council of Europe (2004) who argued that lack of sufficient knowledge about gender equality issues will lead to a bad implementation of gender mainstreaming.

It is worth noting that when the strategy of gender mainstreaming is implemented, the matters relating to gender equality will no longer be only in the hands of a specific division, but will be present in all divisions in a given project and hence gender mainstreaming awareness is key in

ensuring gender mainstreaming. This argument is supported by Hafner and Pullock (2002) who noted that Gender mainstreaming is an extraordinarily demanding strategy requiring the inclusion of a gender perspective by all the central actors in the policy process, many of whom may have least interest in gender issues. The actors are no longer specialists in equality issues, which entail the danger that they might fail to identify gender interests or to implement good gender equality policies. It could even mean that they lack a proper understanding of the mainstreaming strategy itself.

There might be a lack of people having the knowledge to build up gender mainstreaming policies, especially where there are too few women in decision-making. In the case of CDF Projects in South Imenti Constituency, it is evident that membership of women in the management committees is barely a third in all the committees. Whereas this ratio is sufficient for their voices to be heard, it is not adequate as any decision to be made in most instances requires more than half of the membership support. It is also possible that some the men members in these committees may feel that the women members are just there to fulfil the one third gender rule as stipulated by the constitution and not necessarily to add any meaningful value. This is possibly the reason why most respondents felt that men participation in meetings was of greater significance than that of their women counterparts.

The Council of Europe report (2004) confirms that, gender mainstreaming requires the need to build up the necessary gender knowledge among all policy-makers and learning processes to develop the capacity to put mainstreaming strategies into practice. As mainstreaming is not a

goal in itself, but a strategy to achieve gender equality, it presupposes that the necessary knowledge of gender relations is available for policy-makers.

4.8.2.3 Resource Availability

This study did not establish any significant relationship between availability of resources and gender mainstreaming of a CDF project. The p-value of this predictor was more than 0.05.

4.8.2.4 Organizational Procedures

This study did not establish any significant relationship between organizational procedures and gender mainstreaming of a CDF project. The p-value of this predictor was more than 0.05.

CHAPTER FIVE

SUMMARY OF FINDINGS, CONCLUSIONS, AND RECOMMENDATIONS

5.1 Introduction

The main objective of this study was to investigate the determinants of gender mainstreaming in development projects with specific reference to CDF Projects in South Imenti Constituency. This chapter discusses: 5.2 summary of the study undertaken, 5.3 makes conclusions of the findings and 5.4 gives relevant recommendations.

5.2 Summary of the Findings

The objective of the study was to examine the influence of organisational procedures, cultural practices, gender mainstreaming awareness and resources on gender mainstreaming of CDF Projects in South Imenti Constituency. Primary data was collected using structured questionnaires from 113 committee members of CDF projects in South Imenti Constituency. The study established that 48.7% of the projects had a gender mainstreaming document in their projects while the rest (51.3%) had none.

Further analysis using binary logistic regression revealed that Cultural Practices and gender mainstreaming awareness had a significant relationship with gender mainstreaming of a CDF project. Cultural practices was found to be significant at 0.001 level of significance and [Exp (B) 0.038] indicating that it was important in influencing gender mainstreaming of a CDF project. This means that there is a negative relation between cultural practices and the gender

mainstreaming of a CDF project since the Exp (B) is less than one. This agrees with the argument of CCGD (2007) who noted that the Meru culture and traditions discriminates women in terms of participation in areas of decision making and added that women's role is mainly seen to be in home and in farms. It also corresponds well with the finding of Jeffreys (2012) who observed that Meru tradition had always separated sexes. In childhood, boys played at being worriers while girls played at being wives by working ceaselessly at home. As they grew to the impending adulthood, both gender played apart. Girls were taught to look down and fall silent in the presence of men.

Gender mainstreaming awareness was found to be significant at 0.011 level of significance and [Exp (B) 0.007] indicating that it was important in influencing gender mainstreaming of a CDF project. This corresponds well with the findings of MoPND (2011) who noted that one of the barriers to gender mainstreaming is a lack of information on various levels including; about the situation from a gender perspective, about government or organizational mandates for gender equality, about policies and programmes targeting gender equality, about stakeholders and efforts of other actors in promoting gender equality. It also agrees with the finding of Council of Europe (2004) who argued that lack of sufficient knowledge about gender equality issues will lead to a bad implementation of gender mainstreaming.

This study did not establish any significant relationship between organizational procedures and availability of resources with gender mainstreaming of a CDC project. The p-value of the two predictors was more than 0.05.

5.3 Conclusions

The study concluded that most CDF projects (51.3%) did not have a gender mainstreaming policy document with only 48.7% having the document. Cultural Practices and gender mainstreaming awareness were found to be significant determinants of gender mainstreaming of a CDF project.

5.3.1 Cultural Practices

Cultural practices were found to be a key determinant of gender mainstreaming of a CDF project. In the Meru context, traditional beliefs and cultural attitudes regarding the role and status of women in society are still prevalent and many women are part of this system finding it difficult to dislocate from this culture and tradition lest they be ostracized. Despite women's education and entry into the job market, the woman's role is typically one of homemaker. The man, on the other hand, is bread winner, head of household and has a right to public life. Women in Meru and Kenya in general are said to be nurturers and caregivers. Many working mothers must therefore multitask. Distractions creep into the work day, phone calls to school between meetings, trip to the bank at lunch time, taking care of the children and the elderly. This is a major setback to gender mainstreaming.

In addition, Meru tradition had always separated sexes. In childhood, boys played at being worriers while girls played at being wives by working ceaselessly at home. As they grew to the impending adulthood, both gender played apart. Girls were taught to look down and fall silent in the presence of men.

5.3.2 Gender Mainstreaming Awareness

Gender mainstreaming awareness was found to be an important element influencing gender mainstreaming of a CDF project. There is lack of people having the knowledge to build up gender mainstreaming policies, especially where there are too few women in decision-making. In the case of CDF Projects in South Imenti Constituency, it is evident that membership of women in the management committees is barely a third in all the committees. Whereas this ratio is sufficient for their voices to be heard, it is not adequate as any decision to be made in most instances requires more than half of the membership support.

Gender mainstreaming requires the need to build up the necessary gender knowledge among all policy-makers and learning processes to develop the capacity to put mainstreaming strategies into practice. As mainstreaming is not a goal in itself, but a strategy to achieve gender equality, it presupposes that the necessary knowledge of gender relations is available for policy-makers.

This study did not establish any significant relationship between organizational procedures and availability of resources with gender mainstreaming of a CDC project.

5.4 Recommendations

From the analysis, findings, and discussions of the study, it was found out that Cultural Practices and gender mainstreaming awareness had a significant relationship with gender mainstreaming of a CDF project.

5.4.1 Cultural Practices

From the conclusion arrived at that cultural practices is a significant factor influencing gender mainstreaming in Constituency Development Fund projects, the researcher wishes to make the following recommendations.

Gender roles should be shared at family level so that the girl child can grow up with a cultural message that there are no jobs that are specifically meant for men and women. The girls will grow up knowing that she can do those jobs done by men and leadership included.

Policy makers to come up with a curriculum that include gender issues for purpose of sensitizing the community on the cultural barriers which hinder gender mainstreaming. This will enable women change their self-perception and view themselves as managers just like their male counter-parts.

The study recommends women to have small size families in order to create ample time for their career progress. This can be done through family planning practices and campaigning for the same.

Women should form professional networking clubs where they mentor each other in order to assist in confidence building, enhancing self-esteem and socialization.

5.4.2 Gender Mainstreaming Awareness

From the conclusion arrived at that gender mainstreaming awareness is a significant factor influencing gender mainstreaming in Constituency Development Fund projects, the researcher wishes to make the following recommendations.

Every project management committee should engage a gender expert to steer and advise on gender-related aspects in the project. The government should simplify the gender policy for it to be easily understood and operationalised. More importantly, the project committees should be sensitized on gender mainstreaming practices and be encouraged to adhere to gender policy guidelines and set targets to be assessed as part of performance contracting.

Gender experts together with all those with information on gender mainstreaming strategies should engage other stakeholders in sensitization efforts. At the local level, those in management should develop simple workable gender mainstreaming strategies. Project beneficiaries should be included in the decision – making process and in the problem solving forums. There is need for the existing gender commissions in liaison with the Ministry of Gender, Social Development and Children Affairs to hold regular workshops to sensitize as many stakeholders as possible and promote public awareness on gender issues in development.

The study indicates a need by the government and stakeholders to sensitize all those in project management committees that funds should be availed to train all employees on gender issues at their workstations.

5.5 Recommendations for further Research

Since the study focused on CDF Projects in South Imenti Constituency, it is suggested that the study be extended to other Constituencies to assess whether different findings may be reached regarding gender mainstreaming in CDF management committees.

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APPENDIX 1: TRANSMITTAL LETTER

Jessi Mathu Kahutu

P.O Box 111 Kanyakine

Date.....

To.....

Dear Sir/Madam

RE: Letter of Transmittal of Data collection instruments

This is to inform you that I am carrying out research that will lead to the award of Master of Arts Degree in Project Planning and Management of the University of Nairobi. The focus of the study is on the determinants of effective gender mainstreaming in CDF projects.

Once successfully complete, the results will offer lessons to the community on mainstreaming gender in their projects . Equally, the findings will help Governments, Donors and project management teams in developing appropriate policies to ensure effective gender mainstreaming in all their projects specifically the CDF projects. All information provided will be strictly handled with confidentiality.

Attached, find a copy of the questionnaire which requires you to provide information by filling in it. Kindly be honest and objective and do not write your name anywhere in the questionnaire.

Jessi Mathu Kahutu

Mobile Phone No. 0725-758965

APPENDIX 2: QUESTIONNAIRE

Instructions:

Kindly respond by ticking or writing briefly where appropriate

Section A: Background information

1. Project Sector.....

2. Position held (tick appropriately)

Chairperson Secretary

Vice chairperson Vice secretary

Treasurer Member

3. State your gender

Male Female

4. State your age

Below 25 yrs 26 – 35 yrs

36 – 45 yrs 46 – 55yrs

Above 50 yrs.

Section B: leadership

5. How many are the members of the Project management committee? _____

6. Specify the gender composition of the team

	Male	Female
Project management committee		

7. How does your project choose its leaders?

Secret ballot	Yes	No
Show of hands	Yes	No
Appointment on recommendations of the chief	Yes	No
Appointment on recommendation of the councillor or Mp.	Yes	No
Other, specify _____	Yes	No

8. What factors do the members mostly consider in choosing their leaders?

i. Academic qualifications

- ii. Experience in community service
- iii. Ability to persuade only
- iv. Closeness to political leadership
- v. Others (specify).....

9. Rate the extent to which gender taken into account during choosing of leaders? Tick as appropriate

- i. not at all
- ii. to a limited extent
- iii. to a moderate extent
- iv. to a great extent
- v. to the fullest extent

10. Briefly Comment on your answer to question 9 above

.....

.....

Section C: Participation

11. How do you describe the members’ attendance of the meetings?

	Not at all	To a Limited Extent	To a moderate extent	To a Great extent	To full extent
Men					
Women					

12. How do you rate the members’ participation in meeting?

	Not at all	To a Limited Extent	To a moderate extent	To a Great extent	To full extent
Men					
Women					

13. Briefly Comment on your answer to question 12 above

.....

.....

Section D: Organizational procedures

14. Are there any affirmative action aimed at promoting gender equality in decision making in the project

Yes

If yes which of the following is implemented in your project.

i. Introduction of quotas in filling some positions within the project management committee

Yes

ii. Ensuring both genders are present when decision are taken in the project

Yes

iii. Others (Please describe if any)

.....
.....

15. Rate the extent in which CDF procedures promote team work involving both men and women as equal partners.

- i. Not at all
- ii. to a limited extent
- iii. to a moderate extent
- iv. to a great extent
- v. to the fullest extent

16. Please describe a CDF policy practice which you may consider to have a negative impact on gender mainstreaming in the project implementation

.....
.....

17. Are there specific activities or practices in CDF projects that you may think would incorporate gender adequately

.....
.....

Section E: Culture

18. Is there a gap between how men and men in the project view gender issues

- i. not at all
-

- ii. to a limited extent
- iii. to a moderate extent
- iv. to a great extent
- v. to the fullest extent

19. Are gender issues taken seriously and discussed openly by men and women in the project

- i. not at all
- ii. to a limited extent
- iii. to a moderate extent
- iv. to a great extent
- v. to the fullest extent

20. Rate the extent to which culture influences gender mainstreaming in project decision making for implementation

- i. not at all
- ii. to a limited extent
- iii. to a moderate extent
- iv. to a great extent
- v. to the fullest extent

21. Briefly comment on your answer to question 20 above

.....

.....

Section F: Gender Awareness

22. Are you familiar with gender mainstreaming policies?

- i. not at all
- ii. to a limited extent
- iii. to a moderate extent
- iv. to a great extent
- v. to the fullest extent

23. Have you ever attended any gender mainstreaming training courses or workshops?

Yes No

24. Has the project management team organised any gender related capacity building exercise or any exposure activity for its members?

Yes

No

Section G: Resources availability

25. Are there financial resources allocated for the operationalization of the gender policy at your project?

i. not at all

ii. to a limited extent

iii. to a moderate extent

iv. to a great extent

v. to the fullest extent

26. Has your Project Management Committee ever accessed any gender mainstreaming policy document for the project?

Yes

No

27. Do your project management Committee members liaise with the gender, Children and social development officer at any level of the project cycle?

Yes

No

28. Do you think that the CDF should have gender sensitization manual for the projects

Yes

No

Thank for your time and cooperation