GENDER MAINSTREAMING IN UPGRADING OF KARATINA MARKET, NYERI COUNTY, KENYA

BY

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A Research Project Report Submitted in Partial Fulfillment of the Requirements of the Award of the Degree of Master of Arts in Project Planning and Management of the University of Nairobi

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DECLARATION

This research project Report is my own original work and has not been presented for the award of a degree in any university or any other institution of higher learning.

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Mary Nyawira Mwenda Date L50/66851/2010

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

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ABSTRACT

Gender mainstreaming is a concept that addresses the well being of women and men. It is a strategy that is central to the interests of the whole community. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development. Gender mainstreaming includes all aspects of planning, implementing and monitoring of any plan or project. This study intended to find out how gender mainstreaming had been integrated in the upgrading of Karatina market in Nyeri County. The objectives of the study included: to establish the extent to which Gender Policies have been integrated in upgrading of Karatina market project, to establish the gender mainstreaming strategies employed in the project framework, to determine the gender-specific project performance indicators applied in the monitoring and evaluation process and to investigate the constraints facing gender mainstreaming in the upgrading of Karatina market. Study reviewed the historical development of and rationale for gender mainstreaming. The aftermath of the UN Decade for Women as seen in the establishment of national gender policies in many countries is highlighted. Institutionalization of gender issues in the country through the National Development Agenda, the current constitution , Vision 2030 Flagship project, the Presidential Directive of 2006 on Affirmative Action in favour of women, National Gender Policy 2000, Sessional Paper No.2 of 2006 and the Millennium Development Goals and especially the third and fifth Millennium Development Goals (MDGs) has been discussed. The research gap revealed was the need to delve into suitable strategies for gender mainstreaming at all stages of the project cycle and how to apply gender policies in projects. A descriptive survey research design was used. Stratified sampling was done in order to give every category of Karatina market project stakeholders an equal chance of being selected. Questionnaires were used as the instruments of data collection, which were pre-tested to check for validity and reliability. The raw data collected was analyzed by the use of descriptive statistics which included mean, mode and median by means of Statistical Package for Social Sciences (SPSS). Findings from this study revealed that gender policy and its guidelines were well known by both the project implementers and project beneficiaries. Such policies included the new Constitution, Presidential Directive of 2006 on 30%, National Gender Policy of 2000 and the National Commission on Gender and Development. Gender mainstreaming strategies included application of the one third rule of affirmative action in favour of women during recruitment of top management team members, consultation of project beneficiaries by Karatina Municipal Council prior to project implementation, inclusion of gender concerns in the Terms of Reference and concern for needs specific to men and women. Findings from this study also revealed that monthly and quarterly reports were inadequate as monitoring tools to indicate the gender – disaggregated data for management purpose. Constraints facing gender mainstreaming in the upgrading of Karatina market included lack of a gender expert and cultural barriers where women faced discriminatory attitudes from men. It was also evident that the community still considered construction industry as a male dominated territory. Discriminatory attitudes and pressure of work were a challenge to women in the decision- making organs. This study concludes that both men and women were fairly represented at all decision- making levels although there were constraints that hindered effective process of engendering project activities. The study recommends that the government simplifies the gender policy to make it easily understood and operationalised and that members of the public should be sensitized on gender balancing practices. Data has been presented using tables.

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DEDICATION

This work is dedicated to my husband, Joe Mwenda, our daughter Annette, our sons Ernest and Ephy, my mother and my sisters Mercy and Shelmith.

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My sincere thanks go to the University of Nairobi for granting me the opportunity to pursue a Master of Arts Degree in Project Planning and Management. I would also like to thank all lecturers and staff of the University of Nairobi, Nyeri Centre, for their support in the Masters Degree Programme in general.

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May God bless you All.

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ABBREVIATIONS AND ACRONYMS

ADB	Africa Development Bank
FIDA	Federation of Women Lawyers
GAD	Gender and Development
GEF	Global Environment Facility
GoK	Government of Kenya
ILO	International Labour Organisation
MDGs	Millennium Development Goals
NGM	National Gender Machinery
NPF	National Gender Policy Framework
UN	United Nations
UNIFEM	UN Development Fund for Women
WAD	Women and Development
WID	Women in Development

ABSTRACT

Gender mainstreaming is a concept that addresses the well being of women and men. It is a strategy that is central to the interests of the whole community. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development. Gender mainstreaming includes all aspects of planning, implementing and monitoring of any plan or project. This study intended to find out how gender mainstreaming had been integrated in the upgrading of Karatina market in Nyeri County. The objectives of the study included: to establish the extent to which Gender Policies have been integrated in upgrading of Karatina market project, to establish the gender mainstreaming strategies employed in the project framework, to determine the gender-specific project performance indicators applied in the monitoring and evaluation process and to investigate the constraints facing gender mainstreaming in the upgrading of Karatina market. Study reviewed the historical development of and rationale for gender mainstreaming. The aftermath of the UN Decade for Women as seen in the establishment of national gender policies in many countries is highlighted. Institutionalization of gender issues in the country through the National Development Agenda, the current constitution , Vision 2030 Flagship project, the Presidential Directive of 2006 on Affirmative Action in favour of women, National Gender Policy 2000, Sessional Paper No.2 of 2006 and the Millennium Development Goals and especially the third and fifth Millennium Development Goals (MDGs) has been discussed. The research gap revealed was the need to delve into suitable strategies for gender mainstreaming at all stages of the project cycle and how to apply gender policies in projects. A descriptive survey research design was used. Stratified sampling was done in order to give every category of Karatina market project stakeholders an equal chance of being selected. Questionnaires were used as the instruments of data collection, which were pre-tested to check for validity and reliability. The raw data collected was analyzed by the use of descriptive statistics which included mean, mode and median by means of Statistical Package for Social Sciences (SPSS). Findings from this study revealed that gender policy and its guidelines were well known by both the project implementers and project beneficiaries. Such policies included the new Constitution, Presidential Directive of 2006 on 30%, National Gender Policy of 2000 and the National Commission on Gender and Development. Gender mainstreaming strategies included application of the one third rule of affirmative action in favour of women during recruitment of top management team members, consultation of project beneficiaries by Karatina Municipal Council prior to project implementation, inclusion of gender concerns in the Terms of Reference and concern for needs specific to men and women. Findings from this study also revealed that monthly and quarterly reports were inadequate as monitoring tools to indicate the gender – disaggregated data for management purpose. Constraints facing gender mainstreaming in the upgrading of Karatina market included lack of a gender expert and cultural barriers where women faced discriminatory attitudes from men. It was also evident that the community still considered construction industry as a male dominated territory. Discriminatory attitudes and pressure of work were a challenge to women in the decision- making organs. This study concludes that both men and women were fairly represented at all decision- making levels although there were constraints that hindered effective process of engendering project activities. The study recommends that the government simplifies the gender policy to make it easily understood and operationalised and that members of the public should be sensitized on gender balancing practices. Data has been presented using tables.

CHAPTER ONE

INTRODUCTION

1.1 Background of the Study

The quest for development has led to a consensus that participation by both men and women - not as objects of development but as equal partners – is essential for sustained interventions. Development initiatives can be significantly improved through greater awareness on the part of government counterparts, project management and beneficiaries on gender mainstreaming and its practical implication. Gender mainstreaming as defined by the United Nations (UN) Economic and Social Council (ECOSOC) refers to:

> "…the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels" (ECOSOC, 1997 pp.2).

Gender mainstreaming is a strategy for ensuring that the concerns of both women and men form a fundamental aspect of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that they can benefit equally. The ultimate goal of gender mainstreaming is to achieve gender equality (Moser & Moser, 2005). Women and men exhibit distinct differences in their perspectives, and priorities concerning environmental quality, natural resource use, project activities and benefits and access to services. Experience with best practice cases across projects highlights the importance of including a gender analysis, as part of social assessment or as a stand-alone exercise, at the onset of a project. Gender equality is not solely a women's issue; in fact, it seeks to tailor activities to the beneficiaries of the project from both sexes (GEF Report, 2008). In most developing countries (Kenya included), gender inequality is a major obstacle to meet the MDG targets. In fact, achieving the goals will be impossible without closing the gaps between women and men in terms of capacities, access to resources and opportunities, and vulnerability to violence and conflict.

To realize the MDGs, governments and their partners must seriously and systematically 'engender' efforts to achieve all the goals (UNDP, 2006). In the past decade, UNDP has put in place a number of policies and strategies to mainstream gender throughout its programmatic

activities. In an attempt to reach women in all aspects of society and from wide ranging dimensions, UNDP began the Gender Mainstreaming Initiative in Sudan. The project helped identify the priorities and future entry point for gender equality and women's empowerment to be considered in UNDP Country Programme Action Plan 2009-2012.

Failure to understand and address gender dimensions within programmes and projects, risks wasted development resources and negative effects on household welfare, women's equality, and environmental sustainability (ADB, 2009). For a project to realize its intended goals, gender disparities must be safeguarded against. In a research conducted on gender mainstreaming, government officials dealing with gender mainstreaming in African countries reported a resistance at implementation level where senior officials give higher priority to other activities and grade gender issues at a lower level (Wendoh and Wallace, 2005). Well-designed, appropriately located and affordably priced infrastructure can be a powerful tool in the pursuit of gender equality. Therefore, gender mainstreaming should not only be regarded as a factor requiring attention in infrastructure projects but rather must be considered as a critical factor in ensuring the project's success and sustainability by ensuring that women do not become worse off both absolutely and in relation to men (World Bank, 2008).

The upgrading of Karatina market commenced in August 2010 and was scheduled to reach its completion in July 2012. The project's client and source of funding was the Ministry of Local Government. The open-air market was rated the largest of its kind in Sub-Saharan Africa and its upgrading was found necessary in order to expand and open new opportunities for both men and women. The traders, most of who were women, were in the meantime relocated to a new site. Men who formed a minority group had together with the women, specific needs, priorities and interests that should have been incorporated in the design and implementation of the project. An in-depth analysis of gender mainstreaming strategies employed in the project framework was therefore an endeavour worth an assessment. Gender mainstreaming in the implementation of the modifications to Karatina market therefore formed the basis of this research.

1.2 Statement of the Problem

The debate on gender mainstreaming, its theoretical concepts, as well as the manner in which it is implemented is highly complex and contested. There are as many proponents of gender mainstreaming, as there are opponents. People-centered approaches do not always ensure that gender perspectives are taken into account. A research conducted by Ebila (2003), reported that although Uganda was known for having a gender-sensitive approach to development, in the late 1990s there were not any clear guidelines on how to mainstream gender in this sector, despite the fact that gender cannot be divorced from effective water management and use. A research by Souza (2003) of Brazil reported that a couple of women who started in the project left because of the lack of support from their husbands. In Egypt, in a similar research by Hammam (2004), it became clear that existing power structures hindered women's empowerment, particularly at the management level. Poku (2008) from Ghana embarked on a research and observed that although women are the key players in implementing changes in hygiene behavior, the contribution and roles of rural women are often overlooked or under-utilized in the drafting of water and sanitation policies. Similarly, Majekodunmi of Nigeria in his research observed a major obstacle that the traditional village system was patriarchal, and endowed men with all decision-making powers (Majekodunmi, 2006).

The researches cited above depict serious challenges encountered in an effort to mainstream gender issues in projects. The researches have however left a vacuum as they do not identify suitable strategies for ensuring that planning and implementation of projects is appropriate for and takes into account the female and male differences and concerns. Despite all the positive gains made in the last few years, gender mainstreaming efforts in government projects are still facing serious challenges in relation to implementing gender mainstreaming as a tool to achieving gender equality and still there appears to be a lack of a common understanding within government departments on what gender mainstreaming entails (Sedibelwana, 2008). As a result, Sedibelwana observed that there was a different and inconsistent approach in the implementation of gender mainstreaming across all government projects. This study therefore seeks to enhance gender responsiveness among policy makers as it will re-focus them to incorporate gender mainstreaming strategies in policy processes.

1.3 Purpose of the Study

The purpose of the study was to assess the application of gender mainstreaming in the modification of Karatina market.

1.4 Objectives of the Study

The objectives of the study were:-

1. To establish the extent to which adherence to gender policies is applied in upgrading of Karatina market.
2. To assess the application of gender mainstreaming strategies in upgrading of Karatina market.
3. To establish the gender-specific project performance indicators applied in monitoring and evaluation process in upgrading of Karatina market.
4. To investigate the constraints facing gender mainstreaming in upgrading of Karatina market.

1.5 Research Questions

This study sought to answer the following questions:-

1. To what extent is adherence to Gender Policies applied in upgrading of Karatina market?
2. What gender mainstreaming strategies are employed in upgrading of Karatina market?
3. What gender-specific project performance indicators are applied in monitoring and evaluation process in upgrading of Karatina market?
4. What constraints face gender mainstreaming in upgrading of Karatina market?

1.6 Significance of the Study

The study will contribute to the development of knowledge on strategies suitable for gender mainstreaming in project implementation in general. This will enhance the attainment of the MDGs and Vision 2030. The findings generated by this research will be used to make recommendations to the government and other policy makers on the appropriate measures to be taken to mitigate against gender especially discrimination in project implementation. Lastly, the findings will add to the existing documents on Gender Mainstreaming in project implementation.

1.7 Delimitation of the Study

The primary focus of the study was gender mainstreaming in the upgrading of Karatina market project, in Nyeri County. The study focused on 60 respondents who included Karatina Town Council staff, contractor's team, site committee, project workers and the registered prospective stall owners.

1.8 Limitations of the Study

The study intended to draw responses from 60 respondents, a process which required a lot of time and this was overcome by the use of a research assistant who assisted in administering the questionnaires. Secondly, it took time to secure appointments from those in top management levels because of their busy schedules and therefore prior arrangements were made to counteract this setback. Thirdly, the findings of the study were limited to Karatina Market project and may not be easily generalized to other similar projects. Finally, weather changes slowed the data collection process as sudden downpours interrupted the exercise necessitating a break in order to cope with the situation.

1.9 Assumptions of the Study

It was assumed that the variables of the study would not change in the course of the research period as this would influence the acceptability of the findings; secondly, that the sample chosen was adequate to help in drawing valid conclusions and lastly, that the respondents would be honest in giving the required information.

1.10 Definition of Significant Terms

Alterations and Extensions	Expansion and improvement work being undertaken in the restructuring of the market. It involves building of more stalls, business premises of assorted sizes and vertical rise of the facility.
Engender:	Process of ensuring that planning and programming is appropriate for and takes into account the female and male differences and concerns.
Gender:	Socially and culturally constructed differences between men and women; as distinct from sex which refers to their biological differences. The social constructs vary across cultures and time.
Gender equity:	Granting of equal opportunities to both women and men in decision-making and job description.
Gender equality:	Absence of discrimination on the basis of a person's sex in authority, opportunities, allocation of resources or benefits and access to services.
Gender inequity:	Failure to offer equal opportunities to both women and men in decision-making and job description.
Gender responsiveness:	Planning and implementing activities that meet identified gender issues/concerns that promote gender equality
Gender Mainstreaming	Strategy to integrate gender as one of the dimensions of planning, implementation, monitoring and evaluation of project, so that a gender equality perspective is incorporated at all levels and at all stages, by the actors

	involved in decision-making and implementation of project.
Gender Policy	Government pronouncements on action to be taken to promote gender equality.
Gender specific:	Targeted only at the needs and interests of either women or men, as in separate categories.
Gender stereotypes:	Structured sets of beliefs about the personal attributes, behaviors, roles of a specific social group. Gender stereotypes are biased and often exaggerated images of women and men which are used repeatedly in everyday life.
Performance Indicators	Specific and objectively verifiable measures of change brought about by gender mainstreaming effort.
Sex disaggregated Data	Classification of information on the basis of sex; that is male data and female data.
Upgrading	Expansion and improvement work being undertaken in the restructuring of the market. It involves building of more stalls, business premises of assorted sizes and vertical rise of the facility. Improvements involve alterations and extensions to the Market.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

In this chapter, the researcher reviewed literature related to gender equity and gender mainstreaming in the upgrading of Karatina market. The chapter contains historical, empirical, and theoretical reviews and conceptual framework. The review was conceptualized under the objectives of the study and focused mainly on gender policies, strategies employed to mainstream gender, gender-informed monitoring and evaluation and constraints facing gender mainstreaming.

2.2 Historical Development of Gender

Alston (2006) traces the historical development of gender mainstreaming to the 1975 International Women's Year, which culminated in the holding of the World Conference on Women in Mexico, which was sponsored by the United Nations (UN). At this conference, women recognised the fact that despite their differences, they share commonalities with regard to their unequal treatment by society. Furthermore, apart from being defined as the beginning of the decade for women, the conference also recognised that international and national development depends on the participation of both women and men.

In 1979, CEDAW was adopted by the UN General Assembly. In 1980, halfway through the decade of women, the UN adopted a Program of Action, which emphasised equality, development and peace. At the end of the decade of women, the UN held a conference in Nairobi in 1985 to consolidate the organisation's efforts in the area of gender equality. At this conference, the "Forward Looking Strategies" was adopted. The strategy called for sexual equality, women's autonomy and power, recognition of women's unpaid work, and advances in women's paid work (Alston, 2006). Alston further stated that women activists progressively changed their direction from focusing on women's issues to the advancement and empowerment of women. This change of direction assisted in that by the time the Beijing Conference was held in 1995, the emphasis had changed to ensuring that a gendered perspective is included in all

policies and programs, thereby leading to the beginning of the gender mainstreaming approach. Overall, these international conferences reinforced the need to ensure that gender mainstreaming is operationalised at all levels. The change was also brought about by criticisms of a women-focused approach, which occurred in the run-up to the Beijing Conference. These criticisms included "the dangers of viewing women as an indivisible category; focusing attention on women in one small area of organisational structures and thus ignoring the institutional/organisational cultures, the complex gender relations and the ideologies that perpetuate women's disadvantage; and a lack of significant change in gender disadvantage over time" (Chant and Gutmann, 2000, in Alston, 2006). Overall, these international conferences reinforced the need to ensure that gender mainstreaming is operationalised at all levels.

Karl (1995) stated that although the involvement of women within multilateral institutions came to the fore in 1975, this involvement could be traced back to the League of Nations. She highlighted the fact that throughout the history of the League of Nations, women's organisations were able to mobilise and form consultative bodies to lobby on a number of issues, including social reform, women's rights and peace. She did concede that the actual involvement of women within the League itself was limited, as few women worked in the international political arena. Nevertheless, the work undertaken by these women within the League of Nations set the tone for women's involvement in the UN. Karl also concurred with Alston with regard to the origins of gender mainstreaming from the 1975 Mexico conference, as well as other conferences highlighted in preceding paragraphs.

The Council of Europe (1998) pointed out that gender mainstreaming "as a new concept, appeared for the first time in international texts after the UN Third World Conference on Women (Nairobi, 1985) in relation to the debate within the UN Commission on the Status of Women (CSW) on the role of women in development". Furthermore, Pietila (2007) stated that when the League of Nations was founded in 1919, women realised the organisation's and worked together to promote peace and empower themselves through new policies drafted by the League. Pietila also pointed out that despite the onset of World War II, which led to the dissolution of the League of Nations, women in different entities still interacted with each other. This interaction

assisted women in gaining experience and expertise in international issues, which assisted them during the founding conference of the UN in 1945.

Pietila (2007) also provided an analysis of the three UN World Conferences on Women held in 1975, 1980 and 1985 respectively. She stated that although women acknowledged that some of the objectives had not been met, significant gains had been made in other areas. One of these gains was that putting the spotlight on women highlighted the issues they grappled with on a global level. Secondly, the UN revised the manner in which it collected its data, as it became apparent during country evaluations that national and international statistics failed to provide gender-disaggregated data. Additionally, the focus on women led to the creation of more agencies dealing with women's issues, such as The Division for the Advancement of Women (DAW), the International Research and Training Institute for the Advancement of Women (INSTRAW) and the UN Development Fund for Women (UNIFEM) within the UN system. In fact, UNIFEM has adopted a holistic approach that links all the relevant frameworks to ensure that women experience tangible change in their lives.

De Waal (2006) added that Gender mainstreaming developed over several decades, and has its roots in the Women in Development (WID) approach, which called for more focus on the WID policy in practise, and emphasised the need to integrate women into the development process. The second approach was Gender and Development (GAD), which focused on the social differences between women and men and the need to challenge existing gender roles and relations (De Waal, 2006). International agencies pursued the WID and GAD models at the expense of gender equality and women's empowerment, and accordingly measured the impact of development according to WID and GAD, rather than gender equality and women's empowerment.

Jahan further argued that there must be a shift from an "integrationist approach", which seeks to add gender issues in all sectors, to an "agenda-setting approach". An agenda-setting approach would entail change in the manner in which decision-making processes are undertaken, by strategically positioning gender issues amongst other competing issues. Secondly, women would not only be expected to play a leadership role in decision-making structures, but also actively

participate in the drafting of policies that will affect them. More importantly, development priorities would focus more on women of the Southern Hemisphere, who are marginalised and poor, rather than their privileged counterparts in the Northern Hemisphere (Jahan, 1996). It was Marxist feminism that put housewives into the structure of capitalism. Housewives are vital to capitalism, indeed to any industrial economy, because their unpaid work in the home maintains bosses and workers and reproduces the next generation of bosses and workers (and their future wives). And when a worker's wages fall below the level needed to feed his family, as it often does, his wife can go out to work for wages in factories or shops or other people's homes, or turn the home into a small factory and put everyone, sometimes including the children, to work. The housewife's labor, paid and unpaid, is for her family (Lorber, 1994).

In view of the above historical trend, gender mainstreaming has emerged not only to focus on the gender equality situation within an organisation, but also on equal opportunities in terms of recruitment, advancement, conditions of work, norms, attitudes, values, organisational culture, management style, and others. Furthermore, gender mainstreaming is not only concerned with increasing equal opportunities and gender balance within an organisation, but also with incorporating attention to gender perspectives and the goal of promoting gender equality in the substantive work of an organisation.

2.3 Rationale for Gender Mainstreaming in Project Implementation

Status of Women Canada (2001), stated that the importance of undertaking gender mainstreaming is critical, as all policies and activities have a gender perspective or implication. Secondly, policies and programmes become more effective when the impact of gender is considered and addressed when these policies and programmes are conceptualised. Finally, gender mainstreaming contributes to the rectification of systemic gender-based discrimination.

Rees (2005) has identified three principles that underlie gender mainstreaming. She does caution however, that these principles are not limited to gender mainstreaming as an approach. The first principle is treating the individual as a whole person. This would entail aspects such as work and life balance, dignity at work, equal pay reviews for men and women, as well as the modernisation of human resources. The second principle is democracy and participation. This

would include aspects such as gender monitoring, gender disaggregated statistics, equality indicators, transparency in government, legislation on gender balance, consultative procedures, as well as national machineries for women. The final principle is justice, fairness and equality. This involves gender monitoring, gender budgeting, gender impact assessments, gender proofing, women's studies and gender studies, as well as visioning.

Liberal Feminism theory seems to support the views of Rees. Theoretically, liberal feminism claims that gender differences are not based in biology, and therefore that women and men are not all that different - their common humanity supersedes their procreative differentiation. If women and men are not different, then they should not be treated differently under the law. Women should have the same rights as men and the same educational and work opportunities. Their activist focus has been concerned with visible sources of gender discrimination, such as gendered job markets and inequitable wage scales, and with getting women into positions of authority in the professions, government, and cultural institutions (Lorber, 1994).

Walby (2003-4) stated that the definition of gender mainstreaming can be understood in different contexts. These contexts can be divided into three questions, namely, whether a set of principles for gender mainstreaming can be identified, and whether gender mainstreaming can always be understood in the context of a social construct; whether there is an understanding that models of sameness, difference and opportunities are alternative and inconsistent visions; and finally, whether the extent to which the different policy domains are seen as closely interconnected or as relatively independent, since this would affect whether 'sameness' may be held as a standard in one domain simultaneously with 'difference' in another. For the Tanzania Gender Networking Programme (TGNP), the rationale for gender mainstreaming is critical, as it articulates the need for a collective process. Secondly, gender mainstreaming recognises the need for a combined strategy which addresses issues related to the empowerment of women, while also promoting gender mainstreaming as a tool for promoting gender equality.

Marxist and socialist feminisms argue that the source of women's oppression is their economic dependence on a husband. Their solution is full-time jobs for women, with the state providing paid maternity leave and child-care. For development feminism, the theoretical emphasis on

universal human rights is reflected in pressure for the education of girls, maternity and child health care, and economic resources for women who contribute heavily to the support of their families. GAD perceives gender as a complex social relation, emphasises the power structures of inequality and pays particular attention to transforming unequal gender relations and the empowerment of individuals through the removal of the structural barriers to gender inequality (Lorber, 1994).

ILO states that gender mainstreaming must have the following basic principles: Establish adequate accountability mechanisms for monitoring progress, identify issues and problems across all areas in such a way that gender differences and disparities are diagnosed, carry-out a gender analysis, have clear political will, allocate adequate resources for mainstreaming, including additional financial and human resources and make efforts to broaden women's equitable participation at all levels of decision-making (ILO, 2002). Gender mainstreaming involves ensuring that gender perspectives and attention to the goal of gender equality are central to all activities, such as policy development, research, advocacy, dialogue, legislation, resource allocation, as well as the planning, implementation and monitoring of programmes and projects (Osagi, 2001). Gender mainstreaming deals with the problem of gender equality at a structural level, identifying gender biases in current policies and addressing the impact of these biases in the reproduction of gender inequality (Verloo, 2001).

The feminist theories have contributed to a better understanding of gendered processes in project implementation. They are a strategy for making women's as well as men's concerns and experiences an integral dimension in the design, implementation, modification, monitoring and evaluation of projects so that women and men benefit equally and inequality is not perpetuated.
Taken together, these theorists have argued that equality of the sexes promotes development and productivity and lowers the risk of poverty and violent upheaval as exclusion or marginalization of women or men from economic development could retard the overall process of economic development and the benefits it can confer on society as a whole.

2.4 Evolution of National Gender Policies

The need for a more holistic approach to gender equality emerged as a consequence of the inadequacy of the 1970s and 1980s attempts to 'integrate women into development' (Bridge, 1999; IDS, 1995; Levy and Caren, 1996). Recognizing that institutions are 'gendered', the emphasis moved towards the institutionalization of gender issues in development policy and planning (Bridge, 1999; IDS, 1995; Goetz and Marie A., 1997).

Two theoretical frameworks have been influential in the evolution of Gender Policies : Women in Development (WID) and Gender and Development (GAD). The Women in Development (WID) approach has been a framework for gender analysis underpinning international bodies and governments' policy prescriptions for gender equity. The WID movement emerged in the 1970s, based on a liberal theoretical approach (Boserup, 1989). The absence of women in development plans and policies was seen as a major problem. Women's access to education and to paid work were cornerstones of this movement. Approaches evolving from the WID framework of analysis have emphasized issues of 'bringing in' women to development. Gender tends to be associated with women and girls. In the context of education, WID approaches have translated into arguments and initiatives that stress access and expansion of opportunities for women and girls premised on efficiency and economic growth rationales.

It is stated in the Platform for Action that 'governments and other actors should promote an active and visible policy of mainstreaming a gender perspective in all policies and programmes, so that, before decisions are taken, an analysis is made of the effects on women and men, respectively' (UNDP, 1997). As a result, many countries have adopted national plans for gender mainstreaming. According to Beall (2001), the UN Decade for Women saw the establishment of national gender machineries in more than 140 countries. These gender machineries took different formats in different countries. Some countries created fully fledged women's ministries; others were located within ministries of welfare or community development, while others opted to place the gender units within Presidential Offices, as is the case in South Africa. Beall further states that gender machineries in earlier years were not particularly effective, as they had no status, resources and influence. In addition, the gender machineries had no goals of their own, and relied

on the agendas of international development agencies. She attests that these machineries spent more time on raising public awareness at the expense of defining their role and responsibilities. However, Beall does point out that in 1997, the Philippines and Colombia set up successful gender machineries, which were able to link gender issues and national policy, and also involved all relevant stakeholders such as civil society and international development agencies in the process.

Thege (2002) highlighted the fact that within the European Union (EU), Denmark, Sweden and Finland have developed a more advanced commitment to gender mainstreaming; the most successful being Sweden. These countries, together with Italy, France, Luxembourg and Portugal, have clearly defined National Action Plans (NAPs) for implementing gender mainstreaming. However, some countries, such as Germany, Belgium, Ireland and Greece have identified weaknesses in their gender mainstreaming strategies. The Netherlands and the UK have failed to incorporate gender mainstreaming into NAPs. However, the Netherlands has registered a number of policies that have direct relevance to gender mainstreaming. Additionally, the focus on women led to the creation of more agencies dealing with women's issues, such as The Division for the Advancement of Women (DAW), the International Research and Training Institute for the Advancement of Women (INSTRAW) and the UNIFEM within the UN system. In fact, UNIFEM has adopted a holistic approach that links all the relevant frameworks to ensure that women experience tangible change in their lives.

Kenya's commitment to addressing gender inequalities and women's' Rights can be traced in both international and national policy commitments. The Government of Kenya ratified the (a) Vienna Declaration on Human Rights, (b) the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), (c) the Nairobi Forward Looking Strategies for the Advancement of Women (NFLS). There has also been institutionalization of gender issues in the National Development Agenda. Gender issues in the country are institutionalised through the current constitution, Vision 2030 Flagship project, the Presidential Directive of 2006 on 30% women's' appointments to all positions of leadership, employment and promotions and the National Gender Policy of 2000 and Sessional Paper No.2 of 2006. Further, the Millennium Development Goals and especially the third and fifth Millennium Development Goal (MDG)

underscores need for gender parity especially in education and access to social, economic and political opportunities, by 2015. The National Commission on Gender and Development enacted through an Act of Parliament in 2003 is mandated to Monitor Government Implementation of its Commitments to Women's Rights and Gender issues (FIDA-Kenya, 2010).

According to a Gender Audit Study of the 10th Parliament done by FIDA-Kenya (2010), the new Kenyan Constitution ensures that women and men will have the right to equal treatment and opportunities in political, economic, cultural and social spheres without discrimination. Article 27 of the new constitution provides for equality of rights and freedoms including equal political, economic, cultural and social opportunities and outlaws discrimination on any grounds. It also entrenches the proposed Kenya National Human Rights and Equality Commission in protecting gender and human rights and freedoms. Further, gender rights provisions in the Bill of Rights are reinforced by Article 2 (6) which requires that any treaty or convention that Kenya has ratified, become part of Kenyan law, including those on women's rights. The Bill of Rights also provides for legislation to give full effect to the principle of Affirmative Action (FIDA-Kenya, 2010).

Establishment of the Ministry of Gender, Sports, Culture and Social Services soon after national elections in the year 2003 marked the beginning of a focused consideration of the situation and status of women and their participation in various spheres of life on the country. Under the auspices of the Ministry, Sessional Paper No. 2 of 2006 on Gender Equality and Development was passed. It is the government's Policy on gender equality and development which states recognized gender inequalities, factors contributing to the unequal status of men and women and sets out government's commitment to address existing inequalities. The Policy is part of the government's commitment to address gender concerns expressed in gender and human rights international instruments to which Kenya is a party (ADB, 2007). Policy on Gender Equality and Development expresses the government's commitment to advance the status of women as stated in CEDAW and other international instruments. The overall objective of the Policy is to ensure women's empowerment and mainstreaming of their needs and concerns in all sectors of development in the country so that they can participate and benefit equally from development initiatives.

In Sessional Paper No. 1 of 2005, the government outlined a number of temporary special measures for education, including those targeting increased women's access to education. In 2008, the Kenya government unveiled a long-term strategy for Kenya's social and economic growth christened, "Kenya Vision 2030," the new long-term policy blue print which sets out a long-term strategy for realization of a higher and sustainable growth of the economy in a more equitable environment. Vision 2030 devotes a whole section to address gender issues in which it explicitly recognizes that sexual and gender-based violence as one of the vices that continue to bedevil social and economic progress in the country. To address the challenge, requires mainstreaming gender into government policies, plans, budgets, and programmes as an approach geared towards achieving gender equity in all aspects of society. Already, gender focal points have been established in most of the 41 government ministries (CEDAW Report, 2009).

2.5 Strategies for Effective Gender Mainstreaming in Project Implementation

Carrying out a gender analysis and paying attention to gender issues at the planning and implementation stages does not necessarily mean that gender equality is being promoted. It is only when those planning or implementing programmes, projects or policies act on the evidence of gender-differentiated impact thereby promoting equal access and benefits that gender equality is being pursued (Tanja, 2000). Gender must be integrated in all the planning phases: from problem identification (situational analysis and needs assessment), through design, implementation, monitoring and evaluation to the end-evaluation. One also has to emphasise that women have to take part on an equal basis with men in all the planning and project activities, such as sitting on management committees. Liberal feminists argue that women and men are essentially similar, and therefore women should be equally represented in public arenas dominated by men -- work, government, the professions, and the sciences. But if women and men are so interchangeable, one then wonders what difference it makes if a woman or a man does a particular job (Lorber, 1994).

Clearly, gender analysis is necessary in project implementation. Operationalising gender in policy analysis has been a critical element in GAD discourse. Unlike the WID approach it seeks to challenge multiple forms of women's disempowerment and subordination (including gendered structures and institutions) (Boserup, 1989). Projects should include gender-sensitive strategies

in the project framework and associated project description. The project team should assess whether appropriate strategies have been defined to address the gender issues within project component activities of the proposed project and whether the gender issues relating to the project would be effectively addressed by either a targeted intervention or activities mainstreamed in the project component activities. According to African Development Bank (2009), project teams should verify whether all the quantifiable and non quantifiable, gender and social related direct and indirect benefits have been defined, and if they are realistic, and also assess whether the proposed project has a relocation site selection in the design and if this has taken into account both women and men's concerns such as safety of the sites and proximity to viable sources of livelihoods and access to basic social service. Assessing local time-use by gender is critical at the preparation stage, as it should guide the design of the project activities such that it does not increase the burden on women or force them to pass some of their responsibilities to their daughters, whose schooling may then be negatively affected.

Marxist and socialist feminisms severely criticize the family as a source of women's oppression and exploitation. If a woman works for her family in the home, she has to be supported, and so she is economically dependent on the "man of the house," like her children. If she works outside the home, she is still expected to fulfill her domestic duties, and so she ends up working twice as hard as a man, and usually for a lot less pay (Lorber, 1994).Consequently, Hanoi (2004) notes that gender analysis is the process of examining why the disparities exist, whether the disparities are a matter of concern and how the gender disparities might be addressed. Gender Analysis enhances standard research and analysis because it is specifically informed by theories about gender roles, relations and equality that provide a deeper understanding of the situation for and between women and men, their interests, needs and priorities. Hanoi further states that gendered division of labour implies the allocation of activities on the basis of sex as learned and understood by all members of a given society. The collection of sex-disaggregated data and gender analysis is not an end in itself – it is only the beginning. This critical information will be used to ensure that gender equality issues are comprehensively addressed in the project and that it is designed in a way that meets women's and men's needs and priorities.

Participatory process for project identification, design and implementation is of paramount importance. The project team should assess to ensure existence of gender-responsive participatory approaches for the consultative process for enhancing stakeholder appreciation, ownership and commitment to the proposed infrastructure project objectives. Projects should conduct consultation with groups of women and/or men during project preparation, implementation, and/or monitoring and evaluation (GEF Report, 2008). Project costs and financing arrangements should also be assessed to determine whether adequate resource allocations have been made for the implementation of the gender mainstreaming actions in the project budget/cost estimates of the proposed infrastructure project (ADB, 2009).

2.6 Gender Mainstreaming in Project Monitoring and Evaluation

Monitoring is a continuous assessment/surveillance of project implementation in relation to targeted output. It ensures required actions are proceeding according to agreed work-plans as well as equipping management at all levels with accurate/timely data about progress and performance i.e. identifies actual or potential successes and problems as early as possible to facilitate timely adjustment to project operations. Evaluation is an objective process of systematically determining the relevance, efficiency, effectiveness, impact and sustainability of activities in relation to objectives (ADB, 2009).

Projects should include gender specific project performance indicators in their monitoring and evaluation process. Developing a set of gender disaggregated performance indicators, with gender disaggregated data, is essential to allow for proper monitoring and evaluation. Monitoring performance is also a key component of building accountability into every project. According to World Bank (2009), in all project monitoring and evaluation, gender sensitive indicators should be used for all monitoring and evaluation, to determine the impacts of the project on men as well as women. The project should be evaluated at certain points during its implementation, with a final evaluation at the end of the project. In a 2- or 3-year project, monitoring should take place at least every six months (Touwen, 2001).

According to African Developmental Bank (2009), evaluation provides information needed to carry out adjustments of the objectives, implementation strategies and assumptions. It involves

itself with four major issues related to the target group i.e. who or which group has benefited (or has been adversely affected), by how much compared to the situation before the activity, in what manner (directly or indirectly), and why (establishing casual relationships between activities and results to the extent possible). The project implementers should ensure that the targets and indicators for monitoring the gender impacts and outcomes are clearly defined in the project's monitoring/supervision plan.

2.7 Obstacles and Challenges to Gender Mainstreaming

Despite the tremendous progress in policy development and the abundance of information available on gender mainstreaming, all players in the sector, including multilateral and bilateral agencies, consulting firms and non-government organisations are the first to say that translating gender mainstreaming policy objectives to true outcomes in the field are challenging (Pradhan, 2004).It is therefore important within this literature review to recognize some of the challenges related to gender mainstreaming.

Firstly, there are conceptual challenges that relate to the use of gender mainstreaming. This aspect is illustrated by Moi (1999) and Kasic (2004) in Eveline & Bacchi (2005). Moi states that the use of gender as a feminist theory should be abandoned, while Kasic laments the "over-genderisation of policies at an academic, policy and activist level, while ignoring women's needs."Alston (2006) states that there is some evidence that gender mainstreaming is little understood by many in positions of power at national level. As a result, women, particularly at grassroots level, do not always benefit from gender mainstreaming. Pietila (2007) supports Alston's statement and points out that the most ineffectual aspect of implementing strategies dealing with women's issues is at national level. Johnsson-Latham (2004) lists a number of issues that have generally been identified as problems. They are as follows: The concept of gender mainstreaming is unclear and misunderstood. Due to a lack of commitment, funding and human resources, gender mainstreaming has been reduced to a technique rather than an important integral process.

Hannan (2000) stated that since 1995, a number of serious misconceptions around gender mainstreaming have developed, hampering the effective implementation of the strategy. These

are sometimes linked to the lack of understanding of basic concepts such as "gender" and "gender equality". Gasa (2003) stated that there are key issues that influence the functioning of gender machineries in general. They are often under-resourced, with complex budget lines that impact on their functioning, and their location has been a matter of debate. The point raised by Gasa is important because the location of gender machineries sometimes makes a difference on whether they are given the leverage and resources to fully discharge their mandates. Leyenaar (2004) raised an issue that relates to the attitude adopted towards engendering policies. She highlighted that the political will to achieve greater equality by incorporating a gender perspective in policies is not a matter of routine. She further states that it remains difficult to get men interested in gender issues, and that one of the shortcomings with this approach is that gender mainstreaming is always viewed as a women's affair.

A 2003 Southern African Development Community (SADC) update on a book entitled 'Beyond Inequalities, Women in South Africa', indicated that in the South African context one of the challenges that has been raised is the lack of capacity to mainstream gender at national, provincial and local government levels which hampers the ability of gender experts in government to monitor the implementation of gender mainstreaming (SARDC, 2005). Veitch (2005) stated that in the UK the government made attempts to identify key initiatives where gender mainstreaming would have the most impact. Due to this, gender focal points were created in departments. However, it was soon discovered that the responsibility for gender mainstreaming was an add-on to existing responsibilities; none of the staff had expertise, and as such, required training.

Another interesting aspect on the challenges of implementing gender mainstreaming was mentioned by Lyons (2004), who argued that gender as a cultural construct, differs from culture to culture. In effect, this means that those whose responsibility it is to mainstream gender must be cautious of using a one-size fits all approach, as every situation has its unique opportunities and challenges. Monitoring and evaluation is hampered by the lack of sex disaggregated data. In terms of evaluating the practice of gender mainstreaming, Moser (2005) posits that the ultimate test of whether gender mainstreaming has either succeeded or failed lies in the rigorous monitoring and evaluation tools. She states that there is no reliable and systematic evaluation of

gender mainstreaming outcomes and impacts. For Moser, the biggest challenge lies in identifying correct indicators, which would require four interrelated indicators measuring inputs, outputs, effects and impacts.

An IDASA paper (2004) also highlighted that National Gender Machineries faced financial challenges as they were often under-resourced and unable to operate on the inadequate budget allocated to them. As Clisby (2005) pointed out, much more work still needed to be done to ensure that gender mainstreaming was translated into tangible results on the ground. She cautioned that unless this was done, gender mainstreaming would turn into nothing more than fashionable semantics co-opted by politicians and policy makers.

Riley (2004) also stated that experience in organisations had indicated that changing from gender mainstreaming as a policy to implementing or practising gender mainstreaming had been challenging. She provided the ILO, World Bank (WB), UN institutions, as well as other international NGOs as examples. Mainstreaming is now widely accepted as the most effective strategy for institutionalizing gender equality concerns within the organization as well as project. According to REOPA (2005), leadership would be the most important to take decision and coordination for demonstrating successful gender mainstreaming. Maria and Neubauer (2005) in their Tentative Proposal for the Implementation of Gender Mainstreaming in the European Peer Review Manual, noted that it is a particular concern of the project partnership to ascertain that the integration of gender mainstreaming aspects remains not only a lip service (as can still be witnessed on not so infrequent occasions) but that the project will truly be 'gendered'.

Gender aspects should be considered at every stage of the project and a partner with special expertise on aspects of gender main-streaming quality approaches and instruments should be responsible for carrying out the specific work-packages and tasks concerning the gender dimension.

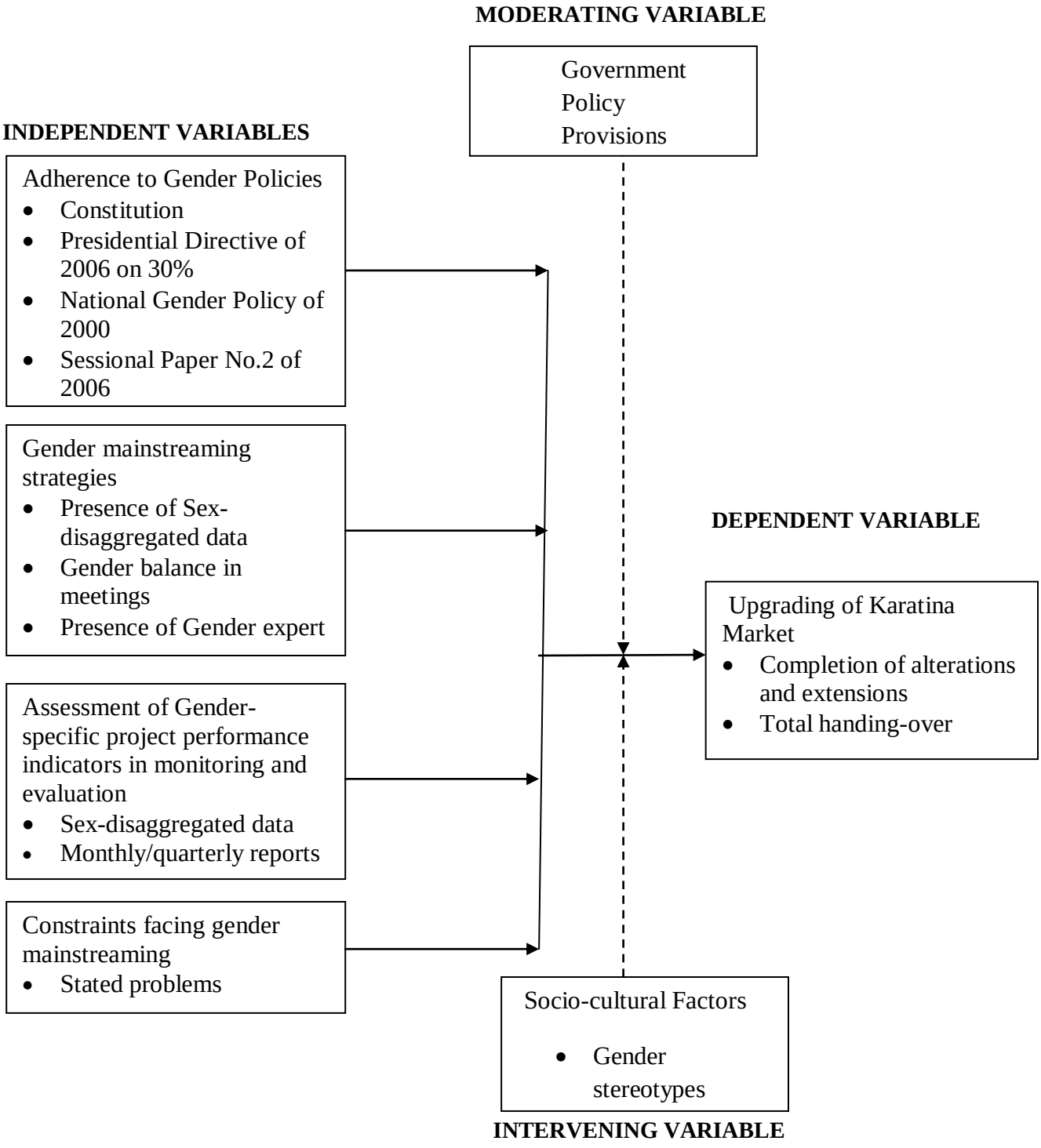

Figure1: An Illustration of the Relationship between Gender Mainstreaming Variables and Upgrading of Karatina Market

Figure 1 is a graphic representation of the conceptual framework. The model indicates the dependent and independent variables. Mugenda and Mugenda (2003) define a variable as a measurable characteristic that assumes different values among the subjects. Independent variable is that which a researcher manipulates in order to determine its effects or influence on another variable. Dependent variable attempts to indicate the total influence arising from effects of the independent variables. Under this study on analysis of the extent to which gender mainstreaming had been integrated in the implementation of the proposed alterations and extensions to Karatina Market, gender mainstreaming was the main independent variable perceived to influence project implementation while the dependent variable was market upgrading. Gender mainstreaming aspects under consideration included national gender policies, gender mainstreaming strategies, monitoring and evaluation and constraints facing gender mainstreaming. Government policy provisions were a moderating variable. These included government decrees, laws and regulations that were meant to guide the project implementers. Socio-cultural factors such as gender stereotypes acted as an intervening variable.

2.9 Summary

Researches conducted have revealed that although many countries have a gender-sensitive approach to development, some policy areas still need improvement such as including an explicit strategy to help mainstream gender into their plans and activities. This research therefore aimed at delving into suitable strategies for gender mainstreaming at all stages of the project cycle, how to resolve and/or cope with challenges faced in gender mainstreaming and the monitoring and evaluation tools that could best be applied in gender mainstreaming endeavours.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter specifically addresses the research design, target population, sampling techniques, instruments of data collection and data analysis.

3.2 Research Design

The research design used in the study was descriptive survey research design. The aim was to collect information from respondents on their attitudes and opinions in relation to gender mainstreaming in the alterations and extensions to Karatina market project. Oso and Onen (2009) point out that this design presents oriented methodology used to investigate populations by selecting samples to analyze and discover occurrences. It describes events as they are. It facilitates rapid data collection and ability to understand population from a sample. According to Kombo and Tromp (2006), descriptive survey design is used in the preliminary and exploratory studies to allow the researcher gather information, summarize, present and interpret it for the purpose of clarification. The research design adopted would allow the researcher to describe record, analyze and report conditions that exist or existed before. It would also allow the researcher to generate both numerical and descriptive data that is meant to assist in measuring correlation between the variables.

3.3 Target Population

The target population of the study consisted of 150 stakeholders influencing and/or being affected by the implementation of the project. These include 10 members of Karatina Municipal Council staff, 10 members of contractor's team, 10 members of site committee,60 project workers and 60 registered prospective stall owners (traders) with Business Permits. The main focus was on the project beneficiaries who formed the majority of the primary stakeholders and are currently relocated to a new site.

3.4 Sampling and Sampling Procedure

3.4.1 Sampling Design

This involves selecting a number of individuals for a study in such a way that the individuals selected represent the large group from which they were selected. In this study, the researcher embarked on both probability and non-probability techniques to create a sampling frame. In probability sampling, stratified sampling was used whereby different categories of stakeholders were included in the survey. In this study the population was stratified into Karatina Municipal Council staff, contractor's team, site committee, project workers and the registered prospective stall owners (traders). Having identified the strata, non-probability sampling was used, which included convenient sampling. Convenient sampling is a sampling technique that allows a researcher to select cases or units of observation as they become available to the researcher (Mugenda and Mugenda, 2003). The researcher used convenient sampling to collect data from the respondents as they availed themselves at the site of study. For prospective stall owners, only those traders who own Business Permits within the relocated site were included in the research.

Table 3.1: Sampling Frame

Strata	**No.**
Karatina Municipal Council staff	10
Contractor's Team	10
Site Committee	10
Project Workers	60
Stall owners with Business Permits	60
Total	**150**

3.4.2 Sample Size

A sample is part of the target population that has been procedurally selected to represent it (Oso and Onen, 2009). The researcher targeted 60 respondents of the target population of 150. According to Mugenda and Mugenda (2003), a descriptive study of 10% or above of the accessible population is enough for the study, while Cochran (1977) postulates that a sample of 30% is sufficient for a study. However, for a more representative sample, the researcher used 40% to obtain a representative sample size. This corresponded to the sample size obtained after employing the following sampling formula advanced by Yamane (1967) to obtain a representative sample size from the population size:

$$n = \frac{N}{1+N\,(e)^2}$$

Where:

n- Sample Size

N-Population Size

e- Level of Precision at 90% Confidence Level.

Employing the above formula, the sample size was:

$$n = \frac{150}{1+150(0.1)^2} \quad = 60 \text{ respondents.}$$

The sampling frame therefore consisted of 60 respondents selected from the target population of 150.

To obtain an appropriate sample size for each stratum, the researcher used the following proportionate stratification formula provided by Stattrek (2012):

$n_{h=} (N_h /N)*n$

Where:

n_h-Sample Size for stratum h

N_h- Population Size for stratum h

N-Total Population Size

n-Total Sample Size

Hence, sample size for Local Government Project Representatives was:

$n_{h=} (N_h /N)*n$

$N_{h=} (10 /150)*60=4.0$

Applying the formula to the other strata, the sample size was as shown in Table 1.3 below.

Table 3.2: Sample Size

Category/Strata	**No. in Category**	**$n_{h=}(N_h/N)*n$**	**Sample Size**
Karatina Municipal Council staff	10	4.0	4
Contractor's Team	10	4.0	4
Site Committee	10	4.0	4
Project Workers	60	24.0	24
Stall owners with Business Permits	60	24.0	24
Total	**150**	**60.0**	**60**

The sample consisted of 60 respondents selected as shown above from the target population of 150.

3.5 Data collection Procedure

This is a process of gathering factual materials as a basis of analysis. This study gathered data required to achieve the required objectives. For triangulation purpose, both primary and secondary data was gathered. Primary data was collected with the help of a closed and open-ended structured questionnaire. Secondary data was obtained from project manuals, journals and books. The researcher developed a proposal over a period of about four months under the guidance of the supervisor. Permission to collect data was then sought from the National Council of Science and Technology. The research instrument was first piloted to ensure its validity and reliability. Data was then collected with the help of a research assistant after which the raw data was analyzed, interpreted and presented.

3.5.1 Research Instruments

This study used closed and open-ended questionnaire to administer to the sample since time was limited and information needed could be easily described in writing. The open –ended questionnaire would help to elicit a lot of information from the respondents without restricting their responses. Face to face interview was also be used to clarify any ambiguities in information gathered using the instruments.

3.6 Pilot Study

Pilot study was achieved through pre-testing of research instruments in order to control quality. The instruments were piloted in the ongoing modification of Mukurweini Market, whose respondents had similar characteristics as those in the actual area of study. The questionnaire was pre-tested by administering it to a sub-sample of twelve respondents, which is 20% of the sample population. The respondents included 2 members of Mukurweini Local Authority, 5 traders of Mukurweini Market and 5 project workers. Information gathered through the instrument was then used to rephrase and reconstruct the set of items in the instrument.

3.6.1 Instrument Validity

Validity is the degree to which results obtained from analysis of the data actually represents the phenomena under study. The researcher ensured content validity by engaging the services of the research project supervisor who is a professional in the field of gender mainstreaming. The

supervisor assessed what concept the instrument was trying to measure and determined whether the set of items accurately represented the concept under study. Making of necessary amendments was then carried out to ensure questions got the right responses.

3.6.2 Instrument Reliability

Reliability is important because it enables the researcher to identify the ambiguities and inadequate items in the research instrument. This was measured through test retest technique where the same test was given to a group of respondents in similar characteristics as the actual sample. The tests were repeated after one week interval and scores obtained were correlated to get the coefficient of reliability. The correlations obtained were 0.931, 0.895 and 0.867 respectively, for project management team's, project workers' and market traders' questionnaires. This revealed a high degree of reliability of the research instruments. For research purposes, a minimum reliability of 0.70 is required (Siegle, 2002). A reliability of 0.70 indicates 70% consistency in the scores that are produced by the instrument.

3.7 Data Analysis

The raw data collected was first cleaned up and edited. This involved a careful scrutiny of the completed questionnaires to ensure that the data was accurate, consistent with other facts gathered and uniformly entered. Editing of the data was done in order to correct errors and omissions where possible. Secondly, the researcher classified and coded the information into frequency distribution tables in order to allow further analysis. The data was then analyzed to show distribution by use of descriptive statistics which included measures of central tendency (mean, mode, median) by use of Statistical Package of Social Sciences (SPSS) software. For qualitative data, use of content analysis to identify patterns, themes and biases was applied. Finally, the data was presented by use of frequency distribution tables and stored in soft and hard copies.

3.8 Operationalization of Variables

Table 3.3: Operationalization Table

Objective/Research Question	Type of Variable	Indicators	Level of scale	Data Collection Tool	Data Analysis Method
To establish the extent to which gender policies have been adhered to in the alterations and extensions to Karatina market.	**Independent** Adherence to Gender Policies	National Gender Policies referenced- Constitution; Presidential Directive of 2006 on 30%; National Gender Policy of 2000; Sessional Paper No.2 of 2006; The National Commission on Gender and Development.	Ordinal	Structured and Semi-structured Questionnaires	Mean Mode Median
To establish the gender mainstreaming strategies employed in the alterations and extensions to Karatina market.	Assessment of Gender mainstreaming strategies	Presence of Sex-disaggregated data Gender balance in meetings Presence of Gender expert Representation of men/women	Ordinal	Structured and Semi-structured Questionnaires	Mode Mean Median
To determine the gender-specific project performance indicators applied in the monitoring and evaluation process in the alterations and extensions to Karatina market.	Assessment of Gender-informed monitoring and Evaluation Indicators	Gender keyword in monitoring and evaluation reports Sex-disaggregated data in Monthly/quarterly reports	Ordinal	Structured and Semi-structured Questionnaires	Mode Mean Mean

Objective/Research Question	Type of Variable	Indicators	Level of scale	Data Collection Tool	Data Analysis Method
To determine the constraints facing gender mainstreaming in Karatina Market	Assessment of Constraints facing gender mainstreaming	Stated problems	Nominal	Structured and Semi-structured Questionnaire	Mode Mean Median
	Dependent Upgrading of Karatina Market	Completion of alterations and extensions Total handing-over	Interval	Structured and Semi-structured Questionnaire	Mode Mean Median

3.9 Ethical Issues

Before administering the questionnaire to the respondents, the researcher made prior arrangement with them on the date and time to administer the questionnaire. They were informed of the purpose of the study and were not coerced to give their responses but were allowed to participate voluntarily to the study. The aims and objectives of the research were explained before and after undertaking the research. This helped in attaining an informed consent from the respondents. The researcher also maintained utmost confidentiality about the respondents' responses by way of keeping all responses secure and using them only for academic purpose. Before embarking on the field, the researcher sought permission from the National Council of Science and Technology, the Karatina project manager and Karatina Town Council under whose jurisdiction the Karatina Market project falls. Also, prior arrangements were made with the respondents to administer the questionnaires.

3.10 Summary

In this study on gender mainstreaming in the upgrading of Karatina market, a descriptive survey research design was used. Stratified sampling was done in order to give every category of respondents an equal chance of being selected. Questionaires were used as the instruments of data collection, which were pre-tested to check their validity and reliability. The raw data

collected was processed and then analysed by the use of descriptive statistics using Statistical Package for Social Sciences (SPSS).

CHAPTER FOUR

DATA ANALYSIS, PRESENTATION AND INTERPRETATION

4.1 Introduction

This chapter presents the summary of the analyzed data. The results are presented based on the objectives of the study, which aimed at finding out how gender mainstreaming had been integrated in the upgrading of Karatina market in Nyeri County. In order to put the results of the study into perspective, the findings were organized under the following categories: demographic, gender policies, strategies of gender mainstreaming, gender responsive performance indicators in monitoring and evaluation framework and constraints facing gender mainstreaming. The data was analyzed with the help of statistical package for social sciences (SPSS). The data analyzed is presented using tables and graphs.

4.2 Response Rate

Out of the 60 questionnaires issued, all were returned, thus a return rate of 100%. These included the 12 questionnaires for top management team, 24 for project workers at the construction site and 24 for the market traders.

4.3 Demographic Information

The demographic outlook of the respondents showed that majority (60%), were within the age bracket of 31 to 40 years of age, and were males (70%) by gender. Most of them (63.3%) were married and all of them (100%) were Christians by religion.

4.3.1 Gender of the Respondents

As shown on table 4.1, a large proportion, 73.3% of the respondents were males while 26.7% were females. This shows that there were more males in the category of Government representatives, contractor's team, site committee and project workers except for the market traders where more women than men participated in the study. The high number of the men could be a reflection of gender bias against women in decision-making as prevalent in the society. The study also revealed that all the project workers (100%) at the construction site were

male and no female was available at the site. This is seen as a case of attitude, social construct and stereotyping where society associates construction work with men.

Table 4.1: Gender of Respondents

Category/Strata	Males	Percentage	Females	Percentage
Top Management Team	8	13.03	4	6.7
Project Workers	24	40	0	0
Market Traders	10	16.7	14	23.3
Total		70	18	30

4.3.2 Age Distribution

The study sought to find out the age distribution among the respondents in the top management team. As shown on table 1.5, 20% of the respondents were aged less than 30 years and 60% had between 31 and 40 years. The remaining 20% were aged over 41 years. The high number of respondents in the 31-40 age group could be due to the nature of the project undertaking which demands a lot of physical effort which is mainly found in people within this age group.

Table 4.2: Age Distribution

Age	Number of Respondents	Percentage
<30 yrs	12	20
31-40 yrs	36	60
> 41yrs	12	20
Total	60	100

4.3.3 Level of Education Attained

The highest level of formal education attained by majority of the respondents (56.7%) was primary level while (23.3%) had secondary level. The remaining 20% were within the top management team where three quarters of them had university level of education and the remaining quarter had at least tertiary level of education. This is a clear indication of job description based on educational qualifications whereby professional work was given to the highly educated personnel while low calibre jobs were done by those with lower education level.

Table 4.3: Level of Education Attained

Level	Number	Percentage
Primary	34	56.7
Secondary	14	23.3
Tertiary	3	5.0
University	9	15.0
Total	60	**100**

4.4 Gender Policies

4.4.1 Existence of a Written Policy on Gender Mainstreaming

According to Table 4.4, 67% of the respondents indicated that the project implementation unit had a written policy on gender mainstreaming. The remaining 33% stated there wasn't any in their units. This aspect of gender mainstreaming is being fronted in all public and private organizations. The existence of a written policy is an indication of the effectiveness of the government's campaign for adherence to gender policy issues.

Table 4.4 Gender Implementation Policy

Response	Number	Percentage
Available	8	67
Not Available	4	33
Total	12	100

In order to establish the extent to which gender policies have been adhered to in implementing upgrading of Karatina market it was necessary to find out whether the project workers and traders were aware of any national gender policies determining treatment of men and women. Such policies included the new Constitution, Presidential Directive of 2006 on 30%, National Gender Policy of 2000 and the National Commission on Gender and Development. From Table 4.5, only 54% of the project workers and market traders indicated that they knew well issues of gender policy. However, 46% admitted that the details in the policy were not well known to them. This indicates that gender issues are gaining popularity in the country and are clear to a large part of the population.

Table 4.5: Knowledge about Gender Policy

Response	Number	Percentage
Policy Well Known	26	54
Policy Not Well Known	22	46
Total	48	100

The project workers and market traders were asked to give their opinions on whether priority should be given to key issues in the gender policy while undertaking the development policy. From the table above, 90% of the respondents agreed that priority should be given to major issues in the gender policy while 10% disagreed. This indicates that majority of people in the

society are aware of the rationale for gender mainstreaming in policies and projects. This concurs with Status of Women Canada (2001), which stated that the importance of undertaking gender mainstreaming is critical, as all policies and activities have a gender perspective or implication, policies and programmes become more effective when the impact of gender is considered and addressed and that gender mainstreaming contributes to the rectification of systemic gender-based discrimination.

Table 4.6: Priority on Gender Issues in the Project

Response	Number	Percentage
Priority Important	43	90
Priority Not Very Important	5	10
Total	48	100

4.4.2 Compliance with Gender Mainstreaming Guidelines

A higher number (58%) of the respondents from top project management team maintained that some regulations in the gender mainstreaming guidelines are difficult to comply with. The other 42% indicated there were no such difficulties. The main difficulty cited was the inability to retain women in the construction work. When asked how the project implementers managed to comply with the gender regulations and policies, majority indicated that both men and women were given equal opportunities for all the jobs and that 1/3 of either gender was maintained during recruitment of the project management team. This is in line with FIDA-Kenya (2010) on the Presidential Directive of 2006, on 30% women's appointments to all positions of leadership and employment in all public institutions.

Table 4.7: Difficulty in Complying with Gender Mainstreaming Guidelines

Response	Number	Percentage
Difficulty in Complying with Gender mainstreaming Guidelines	7	58
No Difficulty in Complying with Gender Mainstreaming Guidelines	5	42
Total	12	100

4.5 Strategies of Gender Mainstreaming

4.5.1 Representation of Both Men and Women Beneficiaries in the Planning Stage

In order to establish the gender mainstreaming strategies employed in upgrading of Karatina market, it was necessary to examine the opinion of the respondents in relation to whether both men and women were fairly represented in the project formulation/planning stage of Karatina Market Project. From Table 4.8, 77% of the respondents indicated that both gender were fairly represented at the planning stage of the project. However, 23% disagreed. This shows that great effort was made to ensure gender equity by bringing on board men and women during the initial planning phase.

Table 4.8 Gender Representation in Planning

Response	Number	Percentage
Both Gender Well Represented	11	23
Both Gender Not Well Represented	37	77
Total	12	100

One also has to emphasise that women have to take part on an equal basis with men in all the planning of project activities such as sitting on management committees.

To establish further the strategies applied in gender mainstreaming within the project, the study sought to find out whether both men and women were included in most of the decision –making panels throughout the project cycle. From the findings, 58% of the respondents maintained that both men and women were always included in decision –making organs engaged in project development while 42% disagreed, which implies that gender equity was an important component in the project management structure. This concurs with the views of Lorber (1994) that women have to take part on an equal basis with men in all the planning and project activities, such as sitting on management committees.

Table 4.9: Inclusion of Men and Women in All Decision –making Organs throughout the Project Cycle

Response	Number	Percentage
Well Included	10	83.3
Not Well Included	2	16.7
Total	12	100

4.5.2 Consultation with project Beneficiaries

In order to establish further the gender mainstreaming strategies employed in the implementation of the project, the study explored whether project beneficiaries were consulted during the time of project planning and implementation. The beneficiaries in this case included the market traders.

Table 4.10: Consultation of Project Beneficiaries prior to Project Implementation

Response	Number	Percentage
Consultation Done	10	83
Consultation Not Done	2	17
Total	12	100

It was clear that majority of the respondents, 83%, agreed that project beneficiaries were consulted prior and during the processes of project implementation. However, 17% indicated that no consultations were engaged. This indicates that the project management ensured a gender-responsive participatory approach to enhance ownership of the project by project beneficiaries. According to GEF Report (2008), participatory process for project identification, design and implementation is of paramount importance. The project team should assess to ensure existence of gender-responsive consultative process for enhancing stakeholder appreciation, ownership and commitment to the proposed infrastructure project objectives. Projects should conduct consultation with groups of women and/or men during project preparation, implementation, and/or monitoring and evaluation.

4.5.3 Gender Concerns Incorporated in Terms of Reference (TOR)

The Terms of Reference (TOR) helps to identify what is expected to be undertaken by the project implementing team. Incorporating gender concerns in the TORs is an important aspect of gender mainstreaming strategies. The study therefore sought to establish whether gender issues were pointed out in such Terms of Reference TORs. From Table 4.11, 67% of the respondents indicated that gender concerns were factored and spelt out in the TOR of the project. However, 33% maintained it was not included. This indicates that gender equality issues were addressed in the project TORs and that the project plan was designed in a way that would meet women's and men's needs and priorities. This concurs with ADB (2009) that a key element for the success of a project is having clearly spelt out TORs to ensure gender concerns have been taken into consideration in the project plan and ensuring that there are linkages to policies and commitments to the gender equality strategy.

Table 4.11 Gendered Terms of Reference

Response	Number	Percentage
Gendered Terms of Reference	8	67
Terms of Reference Not Gendered	4	33
Total	12	100

In seeking to find out the activities that were put in place to ensure that gender issues were fast tracked, majority indicated that local councils were under performance contracting where gender issues were entrenched.

4.5.4 Concern for Specific Needs of Men and Women in Project Management

In a bid to establish further the strategies employed to mainstream gender issues in the project, the study went further to explore the extent to which the specific needs of men and women were taken into consideration during the whole process of project management. The needs considered were adequacy of time to meet family needs, equal wages for both men & women doing same work and adequacy of facilities for men and women (such as protective gear, lavatories, water).

From Table 4.12, 73% of the respondents indicated little concern for needs specific to men and women while on the other hand 27% indicated that much was done towards taking specific needs separately for men and women in project undertakings. This indicates that needs specific to each gender were not adequately provided for. Allocation of facilities is meaningful to all only if it is done on the basis of sex as learned and understood by all members of a given society.

Table 4.12: Concern for Needs Specific to Men and Women

Response	Number	Percentage
Little Concern	35	73
Much Concern	13	27
Total	48	100

4.6 Gender- Responsive Performance Indicators in Monitoring and Evaluation

4.6.1 Monitoring of Gender – disaggregated Data

From Table 4.13, only 25% of the respondents agreed that gender –disaggregated data was monitored in the project's monitoring/supervision plan and reflected in the monthly reports.

However, 75% indicated that no monitoring was done. This reflects low level of awareness on the tracking of gender specific performance indicators in the project. Projects should include gender specific project performance indicators such as gender-specific monthly or quarterly reports in their monitoring and evaluation process.

Table 4.13: Monitoring of Sex –disaggregated Data

Response	Number	Percentage
Sex –disaggregated Data Monitored	3	25
Sex –disaggregated Data Not Monitored	9	75
Total	48	100

4.6.2 Addressing Gender Concerns after Project Evaluations

The study further assessed whether gender issues, concerns and questions were addressed by the office holders after evaluations of project progress have been done. Evaluations present the current status and achievements made in a project at a given point in time. It was interesting to note that gender mainstreaming guidelines at half of the respondents indicated that gender issues raised after the evaluations were addressed by the management. The other half failed to agree that the concerns were addressed. This ratio is an indication of lack of a clear mechanism to address gender issues after project evaluations.

Table 4.14 Addressing Gender Concerns

Response	Number	Percentage
Gender Concerns Addressed	6	50
Gender Concerns Not Addressed	6	50
Total	12	100

4.7 Constraints Facing Gender Mainstreaming in the Project

4.7.1 Challenges Faced During Mainstreaming of Gender Issues

The respondents in the top management team were asked to indicate whether they faced challenges during the process of mainstreaming gender concerns in project activities. From Table 4.15, only 33% of the respondents agreed that challenges were experienced. However, 67% indicated that no challenges were encountered in the process. Majority of the respondents were of the opinion that presence of both men and women in the decision making teams was enough effort towards mainstreaming gender issues. The few who mentioned that challenges were faced indicated unique challenges such as lack of a gender expert to guide gender mainstreaming and cultural barriers that hindered recruitment of women to undertake construction work.

Table 4.15 Gender Mainstreaming Challenges

Response	Number	Percentage
Faced challenges	4	33
Faced No challenges	8	67
Total	12	100

4.7.2 Challenges Specifically Faced by Females

It was considered prudent to seek the opinion of the respondents regarding the extent to which certain challenges impacted on women in the project lifecycle. From Table 4.16, 75% of the females experienced some form of discriminatory attitudes at the place of work. Similarly, 83% experienced pressure of the workload in their data to day activities. Another 58% of the females experienced difficulties in performing jobs they were assigned while 50% did some unpaid work in the course of their duties. On average 66.5% of the females experienced some challenges while performing their duties. This is a likely indication of social construction where society perceives women as inferior and less capable of undertaking professional tasks with competence.

Table 4.16: Gender – Related Challenges as Experienced by Females within the Top Management Team

Challenge	Ration that Agrees	Percentage
Discriminatory Attitudes	9/12	75
Pressure of Workload	10/12	83
Difficulties in Performing Jobs	7/12	58
Doing unpaid work	6/12	50
Average	8/12	66.5

The research examined some of the gender-related challenges experienced by the market traders as they moved into the newly constructed market stalls. From Table 4.17, majority (87%) of the traders indicated very high inconveniences. In terms of costs, all the respondents (100%) experienced high increased costs and did not receive any assistance or support from any stakeholder in terms of moving to the new stalls. Based on the fact that majority of the traders are women, the challenges may be perceived in terms of gender insensitivity on the part of the government on the plight of women under difficult circumstances.

Table 4.17: Gender – Related Challenges Experienced by Traders When Transferring to New Site

Problem	High	Low
Inconveniences in movement of goods	21/24(87%)	3/24 (13%)
Increased Costs	24/24(100%)	0%
Total	24/24(100%)	**0%**

4.7.3 Summary

The chapter has highlighted major findings from the study. The project management team had a gender policy that was operational and most of the respondents were aware of a gender policy in place. Gender mainstreaming strategies included fair representation of both men and women, provision of gender-specific facilities and consultation of project beneficiaries. A gender expert was however lacking. Gender-disaggregated data was also not collected in the monitoring and evaluation process.

CHAPTER FIVE

SUMMARY OF FINDINGS, DISCUSSION OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

In line with the objectives of the study, this chapter highlights a summary of findings, conclusions made on the findings and recommendations which are meant to enhance the application of gender mainstreaming in projects. Finally suggestions for further research are given, made in line with the outcomes of the study.

5.2 Summary of the Findings

5.2.1 Adherence to Gender Policies in Upgrading of Karatina market

The study found that majority of the respondents was fully aware that policies and regulations existed on gender mainstreaming across the board. It was noted that project implementers of Karatina upgrading work had a gender policy that was operational and well adhered to. Almost all engaged in this study were aware that gender mainstreaming efforts were being implemented in all units.

5.2.2 Gender Mainstreaming Strategies Applied in Upgrading of Karatina market

The study found that the project implementers made efforts in gender mainstreaming largely through sensitizing the stakeholders, offering equal opportunities to both gender and allocating specific positions to the disadvantaged gender. In addition, the views of the project beneficiaries were taken into account during the planning and implementation stage of the project.

5.2.3 Gender-Responsive Performance Indicators in Monitoring and Evaluation of Project

In reference to performance indicators, the study found that over half of the respondents indicated that the project implementing team did not have appropriate monitoring tools for monitoring gender –disaggregated data such as monthly reports and that project supervision team

did not include a gender expert. The study however found that gender issues were well addressed during the process of project evaluation.

5.2.4 Challenges Facing Gender Mainstreaming in the Upgrading of Karatina market

The study further found that a number of challenges were encountered during the process of gender mainstreaming. Among the challenges experienced, the study found that a challenge of pressure of meeting set deadlines was experienced by the women in top management team. In addition, majority of the respondents in the top management team indicated that women had difficulties undertaking their assigned tasks. However, few respondents maintained that some work done was not paid and that such incidences were very low. Among other challenges experienced during the process of gender mainstreaming included lack of a gender champion in the project and ignorance by project beneficiaries on the need to factor in their gender concerns in project implementation.

5.3 Discussion of the Findings

The study indicates that the project implementers managed to comply with the gender regulations and policies, as both men and women were given equal opportunities for all the jobs and that 1/3 of either gender was maintained during each recruitment drive. This is in line with the new constitution, National Gender Policy of 2000 and FIDA-Kenya (2010) on the Presidential Directive of 2006 on 30% women's appointments to all positions of leadership and employment in all public institutions. This also is in agreement with the new Kenyan Constitution which ensures that women and men will have the right to equal treatment and opportunities in political, economic, cultural and social spheres without discrimination. Article 27 of the new constitution provides for equality of rights and freedoms including equal political, economic, cultural and social opportunities and outlaws discrimination on any grounds. Both men and women were included in the planning of the project. Gender must be integrated in all the planning phases: from problem identification (situational analysis and needs assessment), through design, implementation, monitoring and evaluation to the end-evaluation (Lorber,1994).

A smaller group (44%) indicated that the gender policy was not well known by them. This concurs with Hannan (2000) who stated that a number of serious misconceptions around gender

mainstreaming do exist, hampering the effective implementation of the strategy. These are sometimes linked to the lack of understanding of basic concepts such as "gender" and "gender equality". Johnsson-Latham (2004) similarly indicated that the concept of gender mainstreaming is unclear and misunderstood by many.

Gender mainstreaming strategies are vital in every project being planned or implemented. Women need to be given fair representation as men. CEDAW Report (2009) points to Sessional Paper No.2 of 2006 entitled 'Policy on Gender Equality and Development' which expresses the government's commitment to advance the status of women. The overall objective of the Policy is to ensure women's empowerment and mainstreaming of their needs and concerns in all sectors of development in the country so that they can participate and benefit equally from development initiatives. The study further found that majority of the respondents indicated that the evaluation Terms of Reference (TOR) clearly specified gender issues and that majority of the implementing unit was aware of the gender mainstreaming strategy in place, as required by the constitution. This is in accordance with REOPA (2005), which points out that leadership would be the most important to take decision and coordination for demonstrating successful gender mainstreaming.

Allocation of facilities is meaningful to all only if it is done on the basis of sex as learned and understood by all members of a given society This is in line with ILO (2009) on the need to take into account both women and men's concerns such as safety of the sites and proximity to viable sources of livelihoods and access to basic social service. This also concurs with African Development Bank (2009) that project costs and financing arrangements should always be assessed to determine whether adequate resource allocations have been made for the implementation of the gender mainstreaming actions in the project budget/cost estimates of any proposed infrastructure project.

Developing a set of gender disaggregated performance indicators, with gender disaggregated data, is essential to allow for proper monitoring and evaluation. Monitoring performance is also a key component of building accountability into every project (Touwen, 2001). Monitoring and evaluation is hampered by the lack of sex disaggregated data. In terms of evaluating the practice of gender mainstreaming, the findings concur with Moser (2005) who expressed the view that

the ultimate test of whether gender mainstreaming has either succeeded or failed lies in the rigorous monitoring and evaluation tools.

Gender-specific project performance indicators are a necessary component of a project's monitoring and evaluation framework. Tanja (2000) expressed the view that it is only when those planning or implementing programmes, projects or policies act on the evidence of gender-differentiated impact thereby promoting equal access and benefits that gender equality is being pursued. This concurs with Wendoh and Wallace (2005) who pointed out that government officials dealing with gender mainstreaming in African countries reported a resistance at implementation level where senior officials give higher priority to other activities and grade gender issues at a lower level. This also concurs with Riley (2004) who states that experience in organisations has indicated that changing from gender mainstreaming as a policy to implementing or practising gender mainstreaming has been challenging. Addressing gender issues after project evaluations is a vital element of the project cycle which was found to lack in the project. This concurs with Moser (2005) who states that in many projects, there is no reliable and systematic evaluation of gender mainstreaming outcomes and impacts. For Moser, the biggest challenge lies in identifying correct indicators, which would require four interrelated indicators measuring inputs, outputs, effects and impacts.

Lack of finances, inadequate knowledge of gender mainstreaming strategies and inadequate facilities for each gender act as limiting factors in effectiveness of gender mainstreaming efforts. This concurs with Sedibelwana (2008) that gender mainstreaming efforts in government projects are still facing serious challenges in relation to implementing gender mainstreaming as a tool to achieving gender equality and that there still appears to be a lack of a common understanding within government departments on what gender mainstreaming entails. It also concurs with the views of Hammam (2004) that existing power structures hinder women's empowerment, particularly at the management level. Clisby (2005) points out that much more work still needs to be done to ensure that gender mainstreaming is translated into tangible results on the ground. The current campaign by the government for gender equality is far from realizing the intended results. Leadership in every organization would be the best and most effective way of ensuring that gender issues are well understood up to the grass root level.

5.4 Conclusions

These conclusions were drawn in line with the objectives of the study. In line with the first objective, the study concludes that there was conscious effort by the project authorities to adhere to gender policies. It is also concluded that gender policies are gaining support in government projects and those in position of leadership are under obligation to implement gender policies in their units.

In relation to the second objective, the study concludes that majority of the respondents were fully aware of a gender mainstreaming strategy that was operational and that both men and women were consulted and fairly represented at all decision- making levels. It was noted that a plan existed that indicated what was to be done in relation to gender mainstreaming. It was found that gender-responsive strategic objectives and TORs were well documented. It has however observed that gender mainstreaming strategies applied in the project were not exhaustive enough. Availability of a gender expert would have been necessary to help guide further on gender issues.

In relation to the third objective, the study concludes that monthly and quarterly reports were inadequate as monitoring tools to indicate the gender – disaggregated data for management purpose. Lack of a clear mechanism to address gender issues after evaluations was evident.

In regard to the fourth objective, the study specifically concludes that many of the constraints that were faced were due to the lack of a gender expert at the decision-making level. Socio-cultural influences also contributed greatly to a host of many of the problems faced. The study concludes that some form of discriminatory attitudes and workload pressure were some of the constraints experienced by both project implementers and the workers. In addition, working in a construction industry, already dominated by males, was a challenge to the women. It was also evident that the community still considered construction industry as a male dominated territory.

5.5 Recommendations

The study makes the following recommendations in line with the objectives of the study:

1. Every project management team should engage a gender expert in a project 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 teams should be sensitised on gender balancing practices and be encouraged to adhere to gender policy guidelines and set targets to be assessed as part of performance contracting.

2. Gender experts together with all those with information on gender mainstreaming strategies should engage other stakeholders in sensitization efforts. In addition, more comprehensive measures should be devised by the government to make gender mainstreaming strategies friendlier, such as undertaking sensitization exercise and public recognition of best- in- class organization as far as gender mainstreaming is concerned. 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.

3. All project implementers should develop monitoring and evaluation tools to capture sex-disaggregated data throughout the year. End of the year gender reports should be developed for discussion and improvement purposes.

4. The study indicates a need by the government and stakeholders to sensitize all those in organizational management that women should be empowered at all levels and funds be availed to train all employees on gender issues at their workstations. Leadership in every organization should be trained on the most effective way of integrating gender concerns in projects thereby ensuring that gender issues are well understood by all up to the grass root level.

5.6 Areas for Further Research

For the purpose of enhancing research activities and general public awareness, other researchers and scholars may carry out studies in the following areas:

(i) Analysis of factors affecting application of gender policies in government funded projects in Nyeri County.

(ii) Impact of gender mainstreaming strategies on effectiveness of government funded projects in Nyeri County.

(iii) Role played by organizational management in effective implementation of gender mainstreaming of projects in Nyeri County.

5.7 Summary

The chapter has captured a summary of major findings, a discussion of the findings based on related literature, conclusions made on the findings and recommendations based on the conclusions. Finally suggestions for further research are given, made in line with the outcomes of the study.

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APPENDIX 1: LETTER TO RESPONDENT

Mary Mwenda,

P.O.Box 41,

Karatina.

Dear Respondent,

I am in final year pursuing a degree in Master of Arts in Project Planning and Management at the University of Nairobi. This questionnaire is aimed at establishing how gender mainstreaming has been integrated in the implementation of the proposed alteration and extension to Karatina market In this regard, please take some time to complete this questionnaire. Your accurate and frank response will be highly appreciated. You do not need to write your name in this questionnaire. All information will be treated with confidentiality. The findings of this study will be used only for research purposes.

Thank you for your co-operation.

Yours faithfully,

Mary Mwenda

L50/66851/2010

APPENDIX 2: AUTHORITY TO COLLECT DATA

Mary Mwenda,

P.O.Box 41,

Karatina.
Date……

The Town Clerk
Karatina Municipal Council

Dear Sir,

RE: Authority to Collect Data

I am a final year student pursuing a degree in Master of Arts in Project Planning and Management at the University of Nairobi. I am undertaking a research aimed at establishing how gender mainstreaming has been integrated in the implementation of the proposed alterations and extensions to Karatina market project.

In this regard, please grant me permission to collect the required data from Karatina Town Council staff and the registered prospective stall owners. All information will be treated with confidentiality. The findings of this study will be used only for research purposes.

Your assistance in this case will be highly appreciated.
Thank you.

Yours Faithfully,
Mary Mwenda

Reg.L50/66851/2010

APPENDIX 5: QUESTIONNAIRE FOR PROJECT MANAGEMENT TEAM

The purpose of this questionnaire is to collect data on the ways in which gender mainstreaming has been integrated in the ongoing alterations and extensions to Karatina Market project. The information provided through this questionnaire will be purely and exclusively for academic purpose and will be treated with top most confidentiality. There is no right or wrong answers. All answers will be considered right and you need not write your name.

Please feel free to give your answers. Your co-operation and assistance will be highly appreciated. Please tick in the spaces provided.

Section A: BIODATA

1. **Profile of the Officer** (please tick in the spaces provided)

   i) Gender: Male ☐ Female ☐

   ii) Age

   a) Below 20 years ☐ b) 20-30 years ☐ c) 31-40 years ☐

   d) 41-50 years ☐ e) 51-60 years ☐

   f) Over 60 years ☐

   iii) Marital Status (please tick)

   a) Married ☐ b) Single ☐ c) Others (specify)……

   iv) Family size (please tick)

   a) Less than 3 ☐ b) Between 3 and 5 ☐ c) More than 5 ☐

   v) Religion (Please tick)

   a) Christianity ☐ b) Islam ☐ c) Other (Specify)……

   vi) Highest level of education attained (please tick)

   a) Informal/none ☐ b) Primary ☐ c) Secondary ☐ d) University ☐

   e) Others (please specify)……

SECTION B: Project Implementation

1. **Effects of Government Policies and Regulations on Project Implementation.**

(a) Are you aware of any policies or regulations that influence treatment and opportunities of both men and women in economic development?

YES ☐ NO ☐

(b) If YES, mention these policies.

……

……

(c) Does the project implementation unit have a written policy on gender mainstreaming?

YES ☐ NO ☐

(d) From your experience, are there any government regulations on gender mainstreaming that are difficult to comply with?

YES ☐ NO ☐

(e) If YES, how did you manage to comply with the regulations and policies that were difficult?

i……

ii……

iii……

(f)What changes are needed in government policies or regulations on gender mainstreaming in order to make them friendlier to implement in projects?

i……

ii……

iii……

(g)Please describe two critical incidents that have negatively impacted on gender mainstreaming in your project since you started it?

i……

ii……

2. **Gender Mainstreaming Strategies**

(a) Who are the direct beneficiaries or target groups of the project?

……..

(b) Were the view points of all categories of project beneficiaries taken into account?

YES ☐ NO ☐

(c) Did the project preparation team comprise of both men and women?

YES ☐ NO ☐

(d) If YES, state the number of :

Men ……

Women ……

(e) Did the planning team include a gender expert?

YES ☐ NO ☐

(f) Did the Terms of References for the planning phase take gender concerns into consideration?

YES ☐ NO ☐

(g) Are there plans to conduct a gender impact study?

YES ☐ NO ☐

(h) Are all members of the implementation unit, from senior management to ordinary project employees, aware of a gender mainstreaming strategy in place?

YES ☐ NO ☐

(i) Are both men and women equitably represented in all decision-making levels within the project cycle?

YES ☐ NO ☐

(j) If YES, what is the number of :

Men……..

Women…….

(k) Is there a budget for gender-related analysis and activities?

YES ☐ NO ☐

(l) To what extent is gender mainstreamed into the following aspects of the project? (Tick your opinion on a scale of 1-4, where 1=Very High; 2=High; 3=Low; 4=Very Low).

Aspect	**1**	**2**	**3**	**4**
Strategic Objectives				
Project Documents				
Project Activity Reports				
Supervision Mission				

3 .Gender-Specific Project Performance Indicators in Monitoring and Evaluation Process

(a)Does the project supervision team include a gender expert?

YES☐ NO☐

(b) Does the implementation team have appropriate monitoring tools (monthly, quarterly reports) to monitor gender-disaggregated indicators?

YES☐ NO☐

(c)Have the short and medium-term gender specific outcomes been achieved?

YES ☐ NO ☐

(d) What activities are in place to ensure attention to gender issues?

……

……

(e)Do the evaluation Terms of Reference clearly specify the gender issues and questions to be addressed in the evaluation?

YES ☐ NO ☐

(f) Does the evaluation team have the expertise to look at gender issues within the project?

YES ☐ NO ☐

4. Constraints Faced in Gender Mainstreaming

(a) Are you facing any challenges in your effort to mainstream gender issues within the project?

YES ☐ NO ☐

(b) If YES, list three challenges in order of priority.

……..

……..

(c) How do you rate the following challenges experienced by women when undertaking the construction work?

(Tick your opinion on a scale of 1-4, where 1=Very High; 2=High; 3=Low; 4=Very Low).

Problems/Challenges	**1**	**2**	**3**	**4**
Discriminatory Attitudes				
Pressure of time				
Difficulty in Undertaking the Work				
Unpaid Workload				

5. Social-Cultural Factors

(a) Do traditions, beliefs and practices of the community around affect your gender-mainstreaming efforts?

YES ☐ NO ☐

(b)Briefly explain your answer.

……

……

(c)To what extent are you aware of the following pillars in relation to gender issues:

(Tick your opinion on a scale of 1-4, where 1=Very High; 2=High; 3=Low; 4=Very Low).

Pillar	**1**	**2**	**3**	**4**
National Commission on Gender				
Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)				
Ministry of Gender, Children Affairs and Social Development				
Constitution				

(d) Briefly comment about your opinion in (c) above.

……

……

APPENDIX 6: QUESTIONNAIRE FOR THE MARKET TRADERS

The purpose of this questionnaire is to collect data on the ways in which gender mainstreaming has been integrated in the ongoing alterations and extensions to Karatina Market project. The information provided through this questionnaire will be purely and exclusively for academic purpose and will be treated with top most confidentiality. There is no right or wrong answers. All answers will be considered right and you need not write your name.

Please feel free to give your answers. Your co-operation and assistance will be highly appreciated. Please tick in the spaces provided.

Section A: BIODATA

1.Profile of the Trader (please tick in the spaces provided)

i) Gender: Male ☐ Female ☐

i) Age

a) Below 20 years ☐ b) 20-30 years ☐ c) 31-40 years ☐

(d) 41-50 years ☐ e) 51-60 years ☐ f) Over 60 years ☐

iii) Marital Status (Please tick)

a) Married ☐ b) Single ☐ c) Others (specify)……

(iv) Family Size (Please tick)

a). Less than 3 ☐ b) Between 3-5 ☐ c) More than 5 ☐

v) Religion (Please tick)

a) Christianity ☐ b) Islam ☐ c) Other (Specify)…….

vi) Highest level of education attained (Please tick)

a) Informal/none ☐ b) Primary school ☐ c) Secondary ☐

d) University ☐

e) Others (Please specify)……..…

vii) For how long have you traded in this market? (Please tick)

i) Less than 2 years ☐ ii) 2.5 years ☐ iii) 6-10 years ☐

iv) Above 15 years ☐

viii) Do you own any other business or businesses? (Please tick)

YES ☐ NO ☐

2.Profile of the Trading Business

i) Nature of the trade……

ii) Types of goods sold……..……

iii) Duration in the current trade (Please tick)

i) Less than 3 years ☐ 3-5 years ☐ iii) Over 5 years ☐

iv) Do you engage in any other income-generating activity ?

☐ YES ☐ NO

i) Who owns this market trading business?

…….…….

ii) Why did you start this trading business?

……..……

SECTION B: GENDER MAINSTREAMING IN IMPLEMENTATION OF KARATINA MARKET PROJECT

1. National Gender Policies

(a) Has the government been taking consideration of your specific needs as a man/woman in this market? (Please tick)

i) Very Little ☐ ii) Little ☐ ii) Moderately ☐ iv) Very Much ☐

(b) How much information about National Gender Policies do you know?

i) Very Little ☐ ii) Little ☐ ii) Moderately ☐ iv) Very Much ☐

(c) In your opinion, do you think application of National Gender Policies in the ongoing market project should be a priority?(Tick one)

i) Strongly Disagree ☐ ii) Disagree ☐ ii) Undecided ☐ iv) Agree ☐
v) Strongly Agree ☐

(e) To what extent are you aware of the Constitution's provision for equal opportunities for both men and women?

i) Very High ☐ ii) High ☐ iii) Low ☐ iv) Very low ☐

f) How does the constitution help meet your interests as a man/woman?

.....……..

……

2. Gender Mainstreaming Strategies

(a) Were your views considered before being relocated to the new market site?

YES ☐ NO ☐

(b) Were you as men /women represented in the planning of the ongoing market project?

YES ☐ NO ☐

(c) As a man /woman with specific needs, how do you rate the following challenges experienced when transferring to the new site (Tick your opinion on a scale of 1-4, where 1=Very High; 2=High; 3=Low; 4=Very Low).

Problems/Challenges	**1**	**2**	**3**	**4**
Cumbersome movement of goods				
High cost involved				
Little assistance offered				
Lack of support				

3. Gender Mainstreaming Strategies

(a) Does the market have any form of facilities specifically for:

(i) Men YES ☐ NO ☐

(ii) Women YES ☐ NO ☐

(b) If YES, list the facilities available for

(i) Men

……

(ii) Women

……

c) Are there meetings held with the market authorities where the market traders are represented?

YES ☐ NO ☐ NOT AWARE ☐

d) If YES, how many women/men traders represent you in such meetings?

Men Representatives

i) Less than 3 ☐ ii) Between 3 and 5 ☐ iii) More than 5 ☐

iv) Not aware ☐

Women Representatives

i) Less than 3 ☐ ii) Between 3 and 5 ☐ iii) More than 5 ☐

iv) Not aware ☐

4. Gender –Specific Project Performance indicators in the Monitoring and Evaluation Process

(a) How do you rate the achievements of the ongoing market project in meeting your needs as a man/woman?

(Tick your opinion on a scale of 1-4, where 1=Very High; 2=High; 3=Low; 4=Very Low).

Achievements	**1**	**2**	**3**	**4**
Adequacy of stalls for men				
Adequacy of stalls for women				
Adequacy of facilities for men (such as lavatories, water)				
Adequacy of facilities for women (such as lavatories, water)				

5. Constraints/Challenges faced.

(a) Does your being a man/woman make it difficult for you to operate your trading business?

YES ☐ NO ☐

(b) If YES, list the challenges you face in order of priority.

1…….

2……..…….

3…….

(c) What are the most important factors that can help meet your needs as a man/woman trader? (Up to 3)

…….

…….

(Please tick)

i) Informal / none ☐ ii) Primary School ☐

iii) Secondary ☐ iv) University ☐

v) Others (please specify)……..……

APPENDIX 7: QUESTIONNAIRE FOR THE PROJECT WORKERS

The purpose of this questionnaire is to collect data on the ways in which gender mainstreaming has been integrated in the ongoing upgrading of Karatina Market. The information provided through this questionnaire will be purely and exclusively for academic purpose and will be treated with top most confidentiality. There is no right or wrong answers. All answers will be considered right and you need not write your name.

Please feel free to give your answers. Your co-operation and assistance will be highly appreciated. Please tick in the spaces provided.

Section A: BIODATA

1) Profile of the Project Worker

i) Gender: Male ☐ Female ☐

ii) Age

a) Below 20 years ☐ b) 20-30 years ☐ c) 31-40 year ☐

d) 41-50 years ☐ e) 51-60 years ☐ f) Over 60 years ☐

iii) Marital Status (please tick)

a) Married ☐ b) Single ☐

c) Others (specify)……..……..

iv) Religion (Please tick)

a) Christianity ☐ b) Islam ☐ c) Other (Specify)……

v) Family Size (Please tick)

a) Less than 3 ☐ b) Between 3-5 ☐ c) More than 5 ☐

vi) Highest level of education attained (please tick)

i) Informal / none ☐ ii) Primary ☐ iii) Secondary ☐ iv) University ☐

Others (please specify)……..……

2) Profile of the Worker's Activities

a) Specify the kind of activity you are engaged in within the project work.

……

……

(b) How many days in a week do you work? (Please tick in the spaces provided)

a) Less than 3 ☐ b) Between 3 and 6 ☐ c) More than 6 ☐

(c) What amount of time in hours do you spend on this activity per day?

a) Less than 5 ☐ b) Between 5-8 ☐ c) More than 8 ☐

(d) In your opinion, is the amount of time left for household responsibilities adequate?

☐ YES ☐ NO

(e) If NO, what are the most important factors that can help to balance between your work and family?

a)……..

b)……

c)……

(f) Please describe two critical incidents that have negatively impacted on you as a man/woman while doing this work.

i)……

ii)…….……..…

SECTION B

Gender Mainstreaming In Upgrading of Karatina Market

1. **National Gender Policies**

(a)In your opinion, has the project management been taking consideration of your specific needs as a man/woman in this market? (Please tick)

i) Very Little ☐ ii) Little ☐ ii) Moderately ☐ iv) Very Much ☐

(b)How much information about National Gender Policies do you know? (please tick

i) Very Little ☐ ii) Little ☐ ii)Moderately ☐ iv) Very Much ☐

(c)In your opinion, do you think application of National Gender Policies in the ongoing market project should be a priority? (Tick one)

i) Strongly Disagree ☐ ii) Disagree ☐ ii) Undecided ☐ iv) Agree ☐
v) Strongly Agree ☐

(d) To what extent are you aware of the Constitution's provision for equal opportunities for both men and women?

i) Very High ☐ ii) High ☐ iii) Low ☐ iv) Very low ☐

(e) How does the constitution help meet your interests as a man/woman?

.....……..

……

2) Gender Mainstreaming Strategies

(a)Who decided what work you will undertake within the project?

……..

(b)Were your views considered before being allocated the work?

YES ☐ NO ☐

(c)Were you as men/women represented in the planning of work distribution in the ongoing market project?

YES ☐ NO ☐

(d)In your opinion, how important is consultation of men and women in decision-making in relation to work assignments?

i) Very much important ☐ ii) Important ☐ iii) Not very important ☐

iv) Not Necessary ☐

(e) Does the market have any form of facilities specifically for:

Men YES ☐ NO ☐

Women YES ☐ NO ☐

(f)If YES, list the facilities available for

Men……

Women……

(g) Are there meetings held with the market project authorities where the workers are represented?

YES ☐ NO ☐ NOT AWARE ☐

(h)If YES, how many women/men traders represent you in such meetings?

Men Representatives

i) Less than 3 ☐ ii) More than 5 ☐ iii) Between 3 and 5 ☐

iv) Not aware ☐

Women Representatives

i) Less than 3 ☐ ii) Between 3 and 5 ☐ iii) More than 5 ☐

iv) Not aware ☐

3. Gender –Specific Project Performance indicators in the Monitoring and Evaluation Process

(a)How do you rate the achievements of the ongoing market project in meeting your needs as a man/woman?

(Tick your opinion on a scale of 1-4, where 1=Very High; 2=High; 3=Low; 4=Very Low).

Achievements	**1**	**2**	**3**	**4**
Adequacy of time to meet family needs				
Equal wages for both men & women doing same work				
Adequacy of facilities for men (such as protective gear, lavatories, water)				
Adequacy of facilities for women (such as protective gear, lavatories, water)				

4. Constraints/Challenges faced.

a) Does your being a man/woman make it difficult for you to carry out this work?

YES ☐ NO ☐

b) If YES, list the challenges you face in order of priority.

1…….

2…….

3…….

c) What are the most important factors that can help meet your needs as a man/woman worker? (Upto 3)

1…….

2…….

3…….

d) As a man/woman, how do you rate the following challenges experienced when undertaking the construction work?(Tick your opinion on a scale of 1-4, where 1=Very High; 2=High; 3=Low; 4=Very Low).

Problems/Challenges	**1**	**2**	**3**	**4**
Discriminatory Attitudes				
Pressure of time				
Difficulty in Undertaking the Work				
Unpaid Workload				

e) Despite facing the problems cited above (if any), what motivates you to work in the project?

1…….

2…….

3…….

.