INFLUENCE OF GENDER MAINSTREAMING ON WOMEN PARTICIPATION IN IMPLEMENTATION OF COUNTY DEVELOPMENT PROJECTS IN KENYA: A CASE OF KILIFI COUNTY

BY

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DECLARATION

This research project report is my original work and has not been submitted to any other university or institution of higher learning for examination.

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DEDICATION

This work is a special dedication to my loving husband Dickson Masha, my lovely daughter Tamika Zawadi and my prayerful and caring mother Agnes Kabibi.

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ACRONYMS AND ABBREVIATIONS

AfDB	African Development Bank
AsDB	Asian Development Bank
AU	African Union
AUC	African Union Committee
HIV	Human Immunodeficiency Virus
NGOs	Non-Governmental Organization
UN	United Nations
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNICEF	United Nation Children's Fund
USAID	United States Agency for International Development
WB	World Bank
WFP	World Food Programme
WHO	World Health Organization

ABSTRACT

The role of women in development is very important although their impact in societal development has been ignored ever since. It is therefore worth for a detailed research to be carried out to examine their relevance in development in the 21st century. Therefore, this study was carried with the aim of examining the determinants of gender mainstreaming in county development projects implementation in Kenya: a case of Kilifi County. The study was guided by four objectives that included examining the influence of: cultural practices; gender awareness; availability of resources; and organizational procedures on gender mainstreaming in development projects implementation in Kilifi County. This study used a descriptive survey design. The target population was 150 respondents drawn from the NGOs and county government's projects employees. A sample size of 109 respondents as calculated by Yamane formula was used. In relation to data analysis, the fully filled research questionnaires were first subjected to scrutiny to establish whether they met the requirements of the study. The research instruments that were suitable for the study were coded in order to be keyed into the SPSS software. This was carried out by 2 data analysis experts and the analysis was done by use of both inferential and descriptive statistics using SPSS (version 24.0) and presented through percentages, means, standard deviations and frequencies. The data was split down into different aspects of gender mainstreaming in development projects implementation. This offered a systematic and qualitative answer to the study objectives. To help generalize the findings the collected data was grouped using percentages and measures of central tendency. Descriptive and inferential statistics including cross-tabulation, frequencies and percentages, mean and standard deviation was used for comparison. The hypothesis was tested by use of the regression analysis model given as follows: $Y=\beta_0+\beta_1x_1+\beta_2x_2+\beta_3x_3+\beta_4x_4+e$ Where: Y = represented the dependent variable i.e gender mainstreaming in projects implementation, $\beta_0 \ldots \beta_4$ are the Regression Coefficient, X_1= Cultural practices, X_2= Gender awareness, $X3$ = Resources availability, $X4$ = Organizational procedures, e = Stochastic term. From the field results 100 questionnaires were dully filled and returned to be used in drawing conclusions. The first objective touched on cultural practices and gender mainstreaming in projects implementation and majority of the respondents strongly agreed to the idea. The hypothesis further confirmed that cultural practices have a significant influence on the implementation of county development projects in Kilifi County ($\beta = 0.459$; $t = 3.530$; $p < 0.05$). Also, when testing the second objective's hypothesis, it was noted that gender awareness has a significant influence on the implementation of county development projects ($\beta = 0.491$; $t = 2.98$; $p < 0.05$). In relation to availability of resources, when testing the hypothesis, it was established that availability of resources has a significant influence on the implementation of county development projects ($\beta = 0.401$; $t = 2.21$; $p > 0.05$). In relation to the final objective that sought to establish the influence of organizational procedures on the implementation of county development projects, the general trend indicated that majority of the respondents supported the idea. In testing of the hypothesis it was agreed that organizational procedures have a significant influence on the implementation of county development projects ($\beta = 0.440$; $t = 2.44$; $p > 0.05$).

Key words*: gender mainstreaming, projects implementation, cultural practices, gender awareness, resources availability, organizational procedures*

CHAPTER ONE
INTRODUCTION

1.1Background of the Study

The evolution of the human mind from the ancient times to modern times that are characterized by globalization and increased innovations in technology has opened chances for women and men to compete equally in various spheres of life (World Bank, 2018). Women have been said to have been competitive just like men in various countries that have women empowerment laws like Australia, UK, USA, Canada and money others where women have been leading in areas that touch on education, health, infrastructure development, technology, sports, business, manufacturing etc. including women in society and economic development adds up to women empowerment or rather gender mainstreaming (ILO, 2018). Therefore, gender mainstreaming has been embraced internationally as a strategy towards realizing gender equality. It involves the integration of a gender perspective into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programmes, with a view to promoting equality between women and men, and combating discrimination (Klasen, 2016).

Gender mainstreaming therefore can be said to be one sure way of ensuring both economic and social development in any given country since it gives equal opportunities or rather creates level playground for men and women; allowing them the opportunity to participate in development projects implementation equally (ILO, 2015). According to European Institute for Gender Equality (2019), gender mainstreaming in the modern society is important because, it ensures that policy-making and legislative work is of higher quality and has a greater relevance for society, because it makes policies respond more effectively to the needs of all citizens – women and men, girls and boys. Further, gender mainstreaming makes public interventions more effective and ensures that inequalities are not perpetuated. In his study that focused on development and gender mainstreaming, Klasen (2017) has outlined another component of gender mainstreaming that makes it very vital in development projects implementation. According to him, gender mainstreaming does not only aim to avoid the creation or reinforcement of inequalities, which can have adverse effects on both women and men. It also implies analyzing the existing situation, with the purpose of identifying inequalities, and

developing policies which aim to redress these inequalities and undo the mechanisms that caused them; leading to accelerated development in the society.

A number of studies have been done across the globe to prove the importance of gender mainstreaming in development. For example, in India, women have been said to produce up to 85% of the exported products from the cottage industry that uses locally available materials to make various ornaments, jewelry and garments. These projects have not only led to increased income at the household levels but earned the country up to 12% of its revenue between 2011 to 2016 (Vinesh, 2017). Wordsworth(2018) asserts that in Afghanistan, women entrepreneurs have not only been sustaining the livelihoods of their families but have contributed greatly to the national income by paying taxes which run the government. In the study, it has been outlined that after the USA, NATO and other UN based army invaded Afghanistan with the pretext of combating terrorism, the lives of many men and young boys were lost forcing the women to participate in various development projects like local agriculture, entrepreneurship, mining, crude oil extraction and even renewable energy projects implementation so as to create income for their families. This study confirms that women control over 52% of the development projects and other entrepreneurial projects run in Afghanistan today.

In China, Nussbaum (2018) has shown the importance of emphasizing on the role of women in development. He argues that, unlike the ancient times when the Chinese culture like any other cultures believed that a woman's role is to build and maintain homely affairs like tasks of fetching water, cooking and rearing children since the turn of the century, the role of women be it in rural or urban China has changed. This is due to a number of issues like growing of industrialization, globalization, and social legislation. With the spread of education and awareness, women have shifted from kitchen to higher level of professional activities like entrepreneurship where over 45% of ICT projects are traded by women. The ILO (2016) confirms that China has developed to the levels of a super power due to legislatives, policies, cultures and rules that support the role of women in development projects designing, planning and implementation at all levels.

Despite that fact that gender mainstreaming is important and is the only best way of ensuring

equitable development in societies, there are number of countries that have completely not consumed this idea effectively (Parrado and Rene, 2017).In Mexico as a practical example where women have not be given equal chances to participate in development, it can be confirmed that development in the country for the last 3 decades has be on a declining trend with majority of the active labour population in the country being engaged in social evil that range from drugs trafficking, human trafficking, prostitution, streets armed conflicts, dangerous weapons smuggling and even destruction of the various social structures like region and education system (Parrado and Rene, 2017).A number of factors have been associated to poor gender mainstreaming in development areas in Mexico. According to Gayle (2016) legal restriction, poor legislation that doesn't affirm equal property and asset ownership rights for men and women, poor cultures that condemn women to household chores, poor capacity building for women, poor education providence to the girls, inability to possess and rightly own resources (capital resources like land), extreme religious prescriptions, poor organizational structures that don't give priorities to deserving women etc

.

In Cairo Egypt, it has been outlined that population of women has slightly outlined that of men since the country underwent a revolution. These women have the potential of producing more and accelerating economic development by about 45% with Cairo and across the country by 4.2% if empowered and allowed to participate equally in development projects implementation; no matter small the projects might look (Baher, 2018). According to Klasen and Francesca (2018), Per capita income in North Africa countries like Egypt could have grown substantially more had women had greater access to economic opportunity. This would have significantly enhanced the development and welfare of countries and families in the region. Generally, it has been found out that less than one-third of women in the North African countries with Egypt being the leading participate in the labor force, the lowest among all regions. This is due to persistent social and economic barriers that limit women's access to economic opportunities. Baher (2018) confirms this by indicating that the following outlined factors affect women's participation in development projects implementation in Cairo: lack of access to education and poor retention of girls in schools; gender-based violence; harmful cultural practices, and exclusion of women from peace tables rank highest.

Southern Sudan, Tanzania and Burundi have been ranked top as countries that have completely forgotten the concept of gender mainstreaming in development as outlined in the SDGs (ILO, 2018). According to the SDGs, women empowerment and creation of equal opportunities in participation in development projects is a core driver of communities' development. However, in countries like southern Sudan cultural practices, poor education, poor national and local laws, poor enabling structures among other have reduced the role of women on economic development to less than 2% at the national level (AU, 2018). According to the World Bank report of 2018, Southern Sudan was categorized as one of the worst countries in East Africa where woman can survive productively with the cases of rape and other sexual abuses either at work or any other place going to up 45 in every 100 women per week (World Bank, 2018f). This means that women in this country are completely disregarded in a number of ways including development projects implementations. Some of the facilitating reasons for poor women participation in development in SS include: armed conflicts in the country that put women and children at risk of being abused, poor legal laws and other legislative agreements that put women at the losing, poor organizational structures whereby most of the organizations reward men unfairly, poor traditions and cultural practices, poor education, poor access to resources, poor politics etc (AU, 2018; World Bank, 2018).

In Kenya, gender mainstreaming has been the political identity of a number of leaders with the supreme law of the country as contained in the constitution having created slots for women representatives in various arms of the government. According to the Republic of Kenya (2010), women empowerment must be ensured for accelerated development; hence the creation of a third gender rule in the constitution. The creation of women representatives in the national assembly and the appointment of women in various organizations to head various projects have been aligned to the gender mainstreaming concept in development (Marina 2018). A study by the ILO (2018) asserted that Kenya is relatively better in ensuring that women have equal opportunities in community development projects implementations besides being appointed to head various projects in various organizations as witnessed in Kenyatta University, Eldoret University and Jomo Kenyatta university of agriculture and technology where women have been competitively

considered to run various projects as the university vice chancellors.

However, FIDA (2018) has observed that women still face a number of challenges in their bid to participate fully in economic development while serving at various capacities. For example, despite the fact that the constitution stipulates clearly that a third of the leadership positions in Kenya should be left to women, the rule has been violated with all the politicians in the country who are not ready to support the implementation of such a policy. Besides, the report indicates that in marginalized countries like Kilifi and other counties dominated by pastoralists, the concept of gender mainstreaming in development is performing poorly. For example, a study carried out by (UNDP, 2018) in 10 counties (Turkana, Wajir, Garissa, Marsabit, Laikipia with coast region's Tana River and Lamu counties being considered), it was noted that only 15% of the women have been considered in various development projects implementation despite the fact that these women contribute significantly to households incomes. In Tana River County for example, women constitute 75% of the local labour force in food security projects implemented at the household levels. However they have been ignored at the county development levels significantly with very few women adding to 4.7% being considered to county development projects implementation.

Similar results across the country carried out by bodies like AfDB, FAO, WHO, UNDP, WB and many more have indicated that gender mainstreaming concept is performing poorly in the newly developed county governments. In Kiambu, Nairobi and Kirinyaga Counties that scored better than others in considering women in development projects implementation, only 30% of the women made it to various development projects bodies with only 7% of these women making it to the decision making or management positions that control many resources (AfDB, 2018). A number of reasons as to why poor gender mainstreaming is being pronounced in Kenya's devolved units according to Marina (2018) include: poor education providence and poor schools attendance among the girls; poor cultural and traditional beliefs in the society; poor laws, policies, regulations and even legislations at both the national and county levels considering the role of women, poor capacity building for women, poor women perception, high poverty levels and low income among women in the society. FAO (2017) adds that, lack of access to education

and poor retention of girls in schools; gender-based violence; harmful cultural practices, and exclusion of women from peace tables are among the challenges facing county government in achieving the gender mainstreaming concept in development projects implementation as outlined in the Sustainable Development Goals.

1.2 Statement of the Problem

Studies across the globe have indicated that despite the fact that women perform significant duties by participating in development projects implementation more specifically at the household level, they are significantly underrepresented in decision-making positions (JICA) Conserver Network Ltd, 2015.For instance, women are underrepresented in the renewable energy sector (22.1 % of the workforce) in Africa despite the fact that this is one area where women have been performing very well in developed countries since they are the majority consumers of significant energy sources. They are generally employed in lower-skilled jobs (primarily in administration and communication), while more skilled and better paid jobs are primarily held by men. In the field of education, women are overrepresented as teachers at the levels of primary and lower secondary education, but their representation within decision-making positions is rather low, especially in tertiary education. When there is an unbalanced participation of women and men in the planning and decision-making processes on policy actions, this may affect the outcomes that impact both women and men. Policies benefit from diverse perspectives: a more balanced representation of both sexes would bring in different experiences that may improve the decision-making process and overall results. This calls for intensified studies that will identify areas where there is no proper balance between the women and men and come up with better change strategies that will lead to better economic development.

In Kenya, the concept of gender mainstreaming is doing poorly (FIDA, 2018) with majority of the women being left out in major decision making positions in development policies development (UN Women, 2018). The women make only 30% of the employees in various positions in three counties in Kenya (Nairobi, Kiambu and Kirinyaga) with only 7% of these women making it to the decision making positions. The situation is worse as one moves to marginalized counties in the country where Kilifi falls with only 4.2% of the women making it to

significant positions in the counties' development projects implementation (COG, 2018). These means that the concept of gender mainstreaming in development has not been well integrated in counties' development projects; calling for such a study. In another incidence, the Republic of Kenya (2018) Hansard carries a report indicating that the country's political arena and other institutions have totally ignored the third gender rule; meaning that women are purely underrepresented in various sectors of the economy. This calls for an intensified study to examine the major causes of such poor representation in the country.

Despite the fact that a number of organizations have indicated that women representation in development projects' decision making and implementation, it is evident that these studies have been carried out in the developed counties like Kiambu, Nairobi etc. while counties like Kilifi have not been considered inclusively. Besides, these studies or rather reports have been given by NGO's and other advocacy groups that at times have skewed results so as to achieve their objectives or advance their agendas. Majority of the scholarly work has not been focusing on gender mainstreaming in counties development projects implementation; calling for this study to be carried out. This study therefore was carried with the aim of examining the influence of gender mainstreaming on women participation in implementation of county development projects in Kenya: a case of Kilifi County.

1.3 Purpose of the Study

The purpose of this study was to examine the influence of gender mainstreaming on women participation in implementation of county development projects in Kenya: a case of Kilifi County.

1.4 Objectives of the Study

The study was guided by the following specific objectives:

i) To establish the influence of cultural practices on the implementation of county development projects.
ii) To assess the influence of gender awareness on the implementation of county development projects.
iii) To determine the influence of resources on the implementation of county development

projects.

iv) To establish the influence of organizational procedures on the implementation of county development projects.

1.5 Research Questions

The study was guided by the following questions:

i) What is the influence of cultural practices on the implementation of county development projects?

ii) What is the influence of gender awareness on the implementation of county development projects?

iii) To what extent do resources influence the implementation of county development projects?

iv) What is the influence of organizational procedures on the implementation of county development projects?

1.6 Research Hypotheses

At a confidence level of 0.05, the researcher used a regression model to test the null hypothesis in the study as recommended by Kothari (2013), and Simba (2015)

i) **H_0:** Cultural practices don't have any significant influence on the implementation of county development projects

ii) **H_0:** Gender awareness has no significant influence on the implementation of county development projects

iii) **H_0:** Availability of resources has no significant influence on the implementation of county development projects

iv) **H_0:** Organizational procedures have no significant influence on the implementation of county development projects.

1.7 Significance of the Study

This study is expected to benefit a number of parties, both locally and internationally. The first beneficiaries of this study shall be the various bodies in charge of women empowerment and

equitable resources allocation in the community. The bodies like UN Women and FIDA shall be availed with information on the situation of gender mainstreaming in development projects at all levels in the globe, continent and in Kenya. This shall give them strong points to score when presenting their needs in relation to gender empowerment policies formulation, modification and advancement. Another area expected to benefit from the study is the national government across all the sectors. The various ministries and the development projects implementation institutions shall get information on the status of gender mainstreaming, what has led to such a situation and what needs to be done. This will enable them to adopt various policies that can ensure better women inclusion in development and implementation of the requirements of the constitution of Kenya passed in 2010 that advocates for a third of women in all levels of development. The study is also going to be very beneficial to the marginalized county governments in Kenya that have been faced with retrogressive rules and laws that have always barred women from achieving the best in relation to development. In these counties where the opinion of women is rarely considered, this study shall give the situation of gender mainstreaming in development projects implementation, the factors responsible for this situation and the possible future solutions. Finally, the future researchers in this area shall be able to get relevant literature to review in their articles since the study is expected to add literature to the existing one.

1.8 Assumptions of the Study

The study presumed that all the respondents could be able to answer the questions contained in the research instrument without biasness. This assumption held throughout the study period. Also, it was assumed that the research objectives could have available literature that could be reviewed and the variables could be relevant during data collection; a pre-assumption that held throughout the study period.

1.9 Limitation of the Study

The study was by limited by poor movement from one point to another to meet the respondents. In Kilifi County, the road network is very poor and it gets worse during the rain sessions. Being the rain session, majority of the roads may be impassable and moving from one point to another might prove tricky. However, the researcher shall use alternative means of transport like the bicycles and at times engage research assistants who shall be near the source of information.

1.10 Delimitation of the Study

The researcher shall delimit the research to county development projects run in Kilifi County by the county government only. The projects that were considered were those implemented between 2014 and 2019 when the county government had put enough organizational structures in place. Further, the study only considered the four outlined variables in testing its hypothesis.

1.11 Definition of Significant Terms

Availability of resources – refers to when both human and financial resources prevail themselves during the right time to address the issues surrounding women's participation in development projects implementation

Cultural practices–refers to all the undertaking by various members of the community seen as the accepted way of doing things as guided by the traditions adored by the community members

Development project-refers to a project that sets up organizations, networks and tools that have an impact in terms of synergy and development for the community, a sector, region, etc.

Gender awareness –allowing all the sexes in the society to access equal and credible information regarding their roles in the society

Organizational structures– refer to the hierarchical way of activities flow in and organization.

1.12 Organization of the Study

The study is organized into three chapters. Chapter one consists of the background of the study, statement of the problem, purpose of the study, study objectives, research questions, research hypothesis, importance of the study, the limitations of the study, delimitations, assumptions and definition of various significant terms. The second chapter is the literature review that is made up of the introduction, gender mainstreaming, development projects implementation, literature, theories, conceptual framework, literature gaps and summary of literature. Chapter three is the research methodology that shall be applied in the research. Chapter four is made up of data analysis and interpretation while chapter five is made up of the summary of the findings, discussions, conclusions, recommendations and suggestions for future studies.

CHAPTER TWO
LITERATURE REVIEW

2.1 Introduction

The chapter outlines the available literature in relation to gender mainstreaming and performance of development projects. It outlines the concepts of gender mainstreaming, projects implementation, the literature review, theories and later on the conceptual summary of the study. It has further outlined the literature gaps and the summary of the literature.

2.2 Gender Mainstreaming and Development

A number of 21st proponents of equitable resources allocation and participation in development have defined gender mainstreaming interchangeably with gender in development or women empowerment. According to UN Women (2018) gender mainstreaming involves the integration of a gender perspective into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programmes, with a view to promoting equality between women and men, and combating discrimination. Gender mainstreaming is the ability of various policy makers, development strategists and legislative structures coming up with policy guidelines and implemented action plans that consider women in equal measures as men in development (Klasen, 2016).

Africa Union (2017) outlines gender mainstreaming in three ways. One way in which mainstreaming is outlined is the area of social recognition. In the category, gender mainstreaming is said to be the ability of a society to come up with laws, rules and even policies that align its tradition to equal playgrounds for men and women in the various activities carried out in this given society. The second category is community development. In relation to community development, gender mainstreaming is said to be a concept where development agents consider women at equal measures the way they consider men; leading to accelerated economic development. Another area where gender mainstreaming is brought fore is the concept of property ownership and resources control. According to the concept, gender mainstreaming is the ability of the community allowing women and men control resources of production equally in the society without any bottleneck.

According to UN (2018), women and development issues have been on the world agenda since the United Nations organized the first women's conference in Mexico in 1975.Based on report done, women are generally unable to participate fully in the development process, leading to the general advocacy for gender mainstreaming in development in the 21st century. World Bank (2018e) asserts that more women are poor, illiterate, do not enjoy proper healthcare, are victims of violence such as rape, abuse as well as neglect, denied basic rights, discriminated against and suffer other forms of inequality as though their status is below that of men and their situation is far worse than the men's. The reality is that there is an obvious disparity between men and women in the aspects of education, health, employment, legal matters, leadership, acquiring power and ownership of resources; an essence for gender mainstreaming in the 21st century.

ILO (2017) has defined gender mainstreaming as the ability of women being given an equal opportunity to access resources, manage resources, make decisions over resources and control other minds in developing more resources. This has been said to be tied in all fields of development-be it social or economic fields. According to OECD (2017), gender mainstreaming requires both integrating a gender perspective to the content of the different policies, and addressing the issue of representation of women and men in the given policy area.

2.2.1 Influence of Cultural Practices in Implementation of Development Projects

The first conference held in 1975 to examine the role of women in development in Mexico found out that women are potentials for economic development but have been sidelined all through in development due to a number of reasons. One major reason outlined for women discrimination and sidelining in communities is the concept of cultural practices and traditions (UN, 2017). According to the report, women in LDCs (majority found in Asia, Africa and Latin America) have been perceived to be tools meant for family upbringing and participants in homecare by performing tasks like cooking, fetching water, taking care of kids, taking care of the aged in the society, taking care of the skin among others. This has always pushed away women from meaningful economic development; although they are the majority consumers of much of the development projects implemented in communities (UN Women, 2015).

World Bank (2018) argues that traditional cultural practices reflect values and beliefs held by members of a community for periods often spanning generations. Every social grouping in the world has specific traditional cultural practices and beliefs, some of which are beneficial to all members, while others are harmful to a specific group, such as women and girls. There are various components of harmful cultural practices that have always kept women away from participating in meaningful development projects in Manila Philippines. These cultural practices include: early marriages among the girl children, sex exploitation and sexual violence among women, poor education providence to girls since they are viewed as people who will be married and move away, lack of property ownership to empower women, the child bearing and rearing concept, the concept of polygamy and poor protection of women from gender based violence (OECD, 2019).

World Bank (2015) in its study that focused on gender and development that was carried out in Middle East and North African countries, it was noted that women in the health sector are totally disregarded despite being the majority consumers of health related services. According to the study, women have been faced with other critical challenges ranging from Economic exclusion; financial systems that perpetuate their discrimination; limited participation in political and public life; lack of access to education and poor retention of girls in schools; gender-based violence; harmful cultural practices, and exclusion of women from peace tables. It is argued that cultural practices have not only been limited to early marriages but at times have extended to family threats where a man or society chooses to divorce or sent away a woman who is education or holding a high position in the society by being observed as a deviant who competes with men.

In Africa, a number of issues have surrounded the male population leading to a relatively higher number of female compared to male (there is a decline in male population with women being over six hundred million people of the 1.2 billion people living in Africa). Besides, Due to the numerous armed conflicts in the continent-which is home to nearly half of the 42 ongoing conflicts – African women are in charge of the majority of households and are key food producers, and they represent more than 43 percent of the agricultural labour force, in addition to playing a major role in managing poultry, dairy animals, fisheries, aquaculture, and the

marketing of handcrafts and food products (AUC, 2017). This means that if women are effectively involved in development, the development index in Africa will rate relatively higher than it is today. However, a number of factors have been outlined to limit the women's ability to participate in development. Some of the factors have ranged from the social spheres to the economic spheres. Harmful cultural practices have been outlined as one of the most harmful cultural practices influencing women participation in development in Africa (AU, 2018).

Poor cultural practices like early marriages, poor perception of women roles in the society, poor practices like FGM, use of women as wealth in pastoral communities, use of women as agents of giving birth and polygamy has been associated to poor participation in economic development by women in most parts of Ethiopia (Klasen and Francesca, 2018). Culture is one component that been denying women in North Eastern Kenya an opportunity to participate in development projects implementation (Kipuri and Ridgewell, 2018). The culture among the pastoralist community in the region is said to be very restrictive and condemns a woman into children rearing edge with no or little room for them to exercise their abilities in leadership and eventual development projects management.

Michael (2017) carried out a study among the Maasai Community living in Kenya and Tanzania. In this study, it was observed that women carry out a number of projects at the homestead levels (including building of houses, erecting of traditional health centers etc) but they are completely disregarded when it comes to major development projects implementation in the community. One major factor limiting them for such participation is the poor culture. The culture has forced the women to get married early-meaning that she drops out of schools, she starts bearing children at tender-meaning that she is prone to various health hazards, she never owns property-meaning that she is completely disempowered, some are married under polygamous family arrangements-meaning that they are rather passive than active in decisions making and many more. Ngunjiri (2017) has outlined a number of harmful cultural practices hindering women in pastoral communities in the Tana River and Oroma case from participating in development. These harmful practices include: female genital mutilation (FGM); Early or forced marriages; son preference, widow inheritance, wife battering; early pregnancy; and dowry price. FIDA (2017)

has outlined that poor cultural taboos, barring of women from accessing modern education due to early marriages, violence against women, polygamy, early pregnancy, nutritional taboos and practices related to child delivery among other factors have led to less participation by women in development initiatives in the country.

2.2.2 Influence of Gender Awareness in Implementation of Development Projects

Gender awareness is an understanding that there are socially determined differences between women & men based on learned behavior, which affect their ability to access and control resources. This awareness needs to be applied through gender analysis into programmes, policies and evaluation for better societal development (European Commission, 2019). Gender awareness and equality are necessary components for the advancement and sustainability of development initiatives in the world (ILO, 2016). It is a pre-condition for sustainable development, good governance and peace (AsDB, 2018).Gender mainstreaming is very important in the society since it brings on board the unnoticed and unrecognized efforts of women into development. However, one major hindrance that has been facing the gender mainstreaming concept is lack of awareness among the various stakeholders. Awareness has been identified as one sole component that has delinked women and society since a number of women are not aware of what they need to stand for and what type of tasks they need to perform for better livelihood (AUC, 2017).

A study carried out in Sri Lanka by Asian Development Bank in 2017 indicated that despite the fact that there are a number of policies outlined by the bank in its various funding to projects implemented in the country, rural women were least knowledgeable in such polices. This has led to poor participation in development projects funded by the bank that cut across health, agriculture, education, infrastructure etc. (AsDB, 2017). There are various components that have a clear definition of gender awareness in the society and they include: communication of the various laws protecting women and children in the society; outlining of the various levels in which women can participate in community development; designing education that supports women at all levels in the society; outlining principles and communicating principles that govern the allocation of resources to women and men at equal measure among others (Chatty, 2016).

In North Africa, a study by Connell (2018) found out that gender awareness influences gender mainstreaming in community development. Gender awareness includes explaining to people the role of gender equity, educating women on their roles in economic development, educating the society to go against gender biased harmful cultural practices, laying laws that protect women in an equal measure to men and coming up with avenues of spreading the gender roles in development messages without distortion and bias.

Ayyagari, Beck and Demirguc- Kunt (2017) found out that gender awareness is very important in gender mainstreaming in development. Gender awareness encompasses the collection of exact information about women in that given society, their status of these women in social and economic contexts, what has been done to change their lives and what needs to be done. Later on this training should be presented in both formal and informal trainings that are aimed at empowering women in the society. Besides, organizations should develop curriculum that entail the role of women in development which should be emphasized on various meetings and trainings (World Bank, 2018). According to European Communities (2015) information about the location of any given project and its specifications, gender information collected during formulation and base-line survey, should be used as a starting point for formal and informal gender awareness training to be conducted for target groups of villagers, government counterparts at district and provincial level, project management, project staff and visiting consultants. Also, it is essential that the staff fully understand the existing productive community roles of women and men in current projects, adopt them and strengthen them in various trainings (World Bank, 2016).

According to UN Women (2015), gender awareness cuts across the ability of various stakeholders being aware of how to integrate gender mainstreaming knowledge in planning, development and implementation of development projects. Besides, the ability of any given organization to train its staff and other employees on the role of women in development projects implementation equates to gender awareness. Therefore, staff capacity building in organizations should be in the form of special training sessions on gender. It can also be done on a more regular basis, for example in the form of discussions on gender issues during staff meetings.

Furthermore, the capacity building of staff members through training in gender-sensitive participatory planning and group facilitation methods is recommended. Organizations in the developing countries like Zambia have shown some positive index on gender mainstreaming in development projects implementation. This is tied to the ability of a number of these organizations hiring gender experts who not only carry training exercises for them but also advise them on the relevance of gender empowerment on performance (World Bank, 2008i). FAO (2017) notes that gender experts recruited by the project could organize or conduct gender training for effective gender mainstreaming in projects implementation.

ECOSOC (2017) proposed a number of strategies to increase gender awareness in projects implemented. According to this report, suitable national or local institutions could be identified to provide gender training. The gender training curriculum must be prepared or reviewed jointly by the training institution and project management/government staff, in order to ensure its suitability at a particular stage in the project. Appropriate gender training material would need to be designed, for example, on data collection, monitoring & evaluation, participatory planning processes. Gender analysis and studies conducted in the project area, either by the project or by other projects or by organizations, must be translated into the local language and be made available to all staff members and government agencies.

2.2.3 Influence of Resources in Implementation of Development Projects

For effective gender mainstreaming in development, it needs resources to be pumped into the whole concept. According to World bank (2018d), financial resources are required to ensure the whole strategic plans are adjusted to create positions for women, there should be financial resources to bring the qualified women on board, financial resources are required to train the women on their roles in development projects implementation and there needs to be a continuous source of financial resources to have the continuity of women empowerment achieved. Elsewhere, Vinesh (2017) did a study in India and found out that resources are key determinants of gender mainstreaming concept in community development. Resources in this study cut across the financial resources, the expertise on gender empowerment, the properties accessed and owned by women and the ability of women to access quality education as a resource. The sources of financial resourced funding a given development project determines whether women

are going to be given a special consideration or not (AsDB, 2018). For example, financing that comes from organizations that advocate for women empowerment like the UN women will have majority of the female gender being including in all the positions and steps of the project implementation cycle. Equally, the amount of financial resources allocated to a given project determine the number of people to be hired or considered in implementation; thus determining the number of women to be included in the process.

Across sub-Saharan Africa, majority of the development projects implemented by either the national governments or local governments have their resources borrowed from the international governments/bodies like the IMF, AsDB, World Bank, USAID and many more. These bodies have strict attached rules which determine the people who are supposed to manage and oversee the implementation of the projects they fund. Generally, the World Bank (2018h), points that the source of financial resources for development projects influence gender mainstreaming in these development projects. Besides sources of funding, the amount of funding is another resource that influences women participation in given projects implemented in various countries in the continent (AU, 2017). Education has been said to be one important resource that determines women's ability to participate in development projects implementation. Women who are educated are able to secure well-paying permanent jobs which translates to more available finances in their disposal; giving them powers to make equal decisions in the society as men (AUC, 2018). This goes hand in hand with the income as a resource available from women either from business or other activities like jobs or sell of owned properties. A study in Bomet County by Kinyanjui (2018) found out that women who owned property were able to access other loans and other financing from various organizations leading to their ability to participate in various development activities like decisions on projects implementation, local leadership and even entrepreneurship activities.

Wangui (2018) has given indicators of resources that influence gender mainstreaming in development to include: women's control over income; relative contribution to family support; access to and control of family resources. Further, at community level, resources for gender empowerment can be said to include: women's access to employment; ownership of assets and

land; access to credit; involvement /or representation in local trade associations; access to markets. It is argued that when women are able to access steady and continuous sources of income, have equal employment opportunities that are well paying like the men in the society, have control over family income, assets and resources, access to credit and ability to gain useful education is considered to be most powerful resources for women empowerment thus participation in development projects implementation (Ogachi, 2017).

According to Ngunjiri (2017) decent work is central to economic empowerment, given its inherent importance to women's well-being and ability to advance in areas such as acquiring income and assets. Formal sector work is more likely to be 'decent'. Evidence from the Gallup World Poll confirms that decent work matters to men and women alike, whether or not they participate in the labour force, and across socioeconomic and age groups. In 2009, across 17 countries in the Middle East and North Africa (MENA) and SSA, regions of the world with the highest gender inequality (Stotsky et al, 2016), on average, around 90% of men and women reported that a good-quality job is either 'essential' or 'very important' to them (AsDB, 2018). Therefore decent job is seen as one important resource for women empowerment in the society thus their participation etc.

A study by USAID (2017) conducted in Marsabit indicates that the availability of well trained personnel on the role of women in the society creates awareness about gender roles in development. Besides, such expertise give relevant information on policies, rules, regulations, procedures and other steps to be followed in either the community or organizations in ensuring that women are given equal opportunities like men to participate in development. Musimba & Nyariki (2017) assert that the availability of people who are trained to integrate women in development, availability of financial resources to fund various projects that outline the roles of women, the amount of financial resources and many more influences gender mainstreaming in development projects implementation in Kenya.

2.2.4 Influence of Organizational Procedures in Implementation of Development Projects

Studies carried out in Australia by Arenas and Lentisco (2017) have indicated that organizational procedures and policies influence gender mainstreaming in development significantly. CCGD

(2016) postulates that policies and procedures are designed to influence and determine all major decisions and actions, and all activities take place within the boundaries set by them. Procedures are the specific methods employed to express policies in action in day-to-day operations of the organization; thus influencing the direction an organization takes at the end of the day. According to Boserup, Fei&Toulmin (2017) in their study on woman's role in economic development that was carried in the New York City between 2016 and 2017, it was generally observed that women were production slightly higher than men by a score of 52% when once considered projects that have a direct impact to the disadvantaged in the society like the sick, victims of sexual abuse, HIV/AIDS etc. However, women rarely made a significant participation in projects that have a long term impact on economic development like the heavy metal manufacturing projects or the big infrastructural projects like the electric railway construction. This was heavily blamed on the poor organizational structures/requirements/procedures that never insist on the concept of gender mainstreaming.

There are numerous examples of organizational procedures/arrangements that influence the gender mainstreaming in various countries as outlined by CCGD (2017). Some examples of these organizational requirements are: the organization's vision, goals, objectives and priorities, business and performance plans, systems, processes and requirements for quality assurance among others. CCGD (2017) argues that organizational procedures have more adverse effects in gender mainstreaming on development projects implementation in Africa just as culture does. It is among the top most issues surrounding gender mainstreaming in development projects implementation. According to Michael (2017), organizational procedures have a direct impact on what involvement of a given gender rate shall be allocated in implementing various projects in the society. Therefore, organizational procedures/structures or rather arrangements determine when women shall be involved in development projects implementation, what positions they should occupy in the project implementation process, how long they should serve, the limit of decision making, remuneration and many others.

Musimba &Nyariki (2017) outline that organizational procedures or arrangements influence gender mainstreaming in community health projects implementation. According to them,

organizational structure is a system that outlines how certain activities are directed in order to achieve the goals of an organization. These activities can include rules, roles, and responsibilities. Therefore, these procedures shall be identified as the rules that govern the implementation of the gender mainstreaming concept in an organization, the roles the women they should play and their various responsibilities.

According to World Bank (2018h), gender mainstreaming is a concept that should be integrated in the organizational procedures for it to be effectively integrated in the system by the various stakeholders. In this study, organizational procedures are basically laid down plans which give the direction an organization should follow to achieve its broad goal and specific objectives. UNDP (2017) confirms that organizational procedures are key in determining the direction an organization takes in empowering its women so as to achieve equity in gender and development. FIDA (2018) concludes that gender mainstreaming is influenced by a number of factors that include; cultural practices, political goodwill, policies, regulations, procedures, gender awareness among other factors.

2.3 Theoretical Framework

This study shall be guided by the theories of: Women in Development and Gender and Development, and Gender mainstreaming theories.

2.3.1 Women in Development and Gender and Development

Lusindilo (2017) states this concept came from a Washington-based network of female development professionals in the early 1970s who argued that modernization had different impacts on the two sexes. Rather than improve women's economic status and rights, the development process was contributing to a deterioration of their position. WID as a theory focused on the productive roles played by women such as economic empowerment as a way to improve their living standards. In the welfare approach, women were identified almost entirely in their domestic functions as mothers and wives, and their policies were focused on social welfare concerns such as home economics. WID advocates stressed that women's subordination was within the economic framework and for them to be empowered and gender equality enhanced the women were to be empowered economically.

On this note, the women`s subordination to men is seen to have originated from their exclusion from the economic activities. The solution was for women to be integrated to the economic activities to improve their economic standing, be more capable of providing for their families, and enhancing their equality to men and households headed by men. Gender equality can be addressed through the mainstream development strategies. The WID movement led to discussions, research, and institutionalization of gender equality strategies in government and non-governmental agencies. This was to include women in development efforts as noted by Lusindilo (2017).

It is from this angle of WID that we see the rise of women in developmental roles, not only economically, but politically too. The focus was on the poor households that were mostly headed by females (Buvinic, 1983 cited by Lusindilo E, 2017). WID demanded for productive employment and for other activities that would generate income for women. This was for poverty alleviation among women to enable them meet family needs. In 1970s, the concept WID changed to Gender and Development (GAD) to reduce the focus on women in isolation some development workers questioned the focus on women in isolation, which was the main aspect of the WID approach.

It is from WID and GAD that Gender analysis tool was introduced and this helps inform our study on some of the measures already in place to correct the gender inequality problem. *Gender analysis* refers to a distinguishing tool that development planners use to enhance efficient resource allocation. This tool identifies certain divisions, such as gender, in reproductive and productive work, and the differences in accessibility and control over resources based on gender (Ayyagari, Beck, Demirguc-Kunt, 2017). The tool considers what these divisions and differences would imply for project design and project outcomes. In short, the tool considers the constraints and benefits faced by the different genders and ensure that projects are tailor-made to address the different conditions and ensure the outcomes enhance gender equality (Baher, 2018).

2.3.2 Gender Mainstreaming Theory

GM concept was first proposed in 1985 in Nairobi at the Third World Conference on Women. The idea has its origins in the UN development community and it featured at the Fourth World Conference on Women in Beijing in 1995. UN declared 1975– 1985 the Decade for Women to focus on women's equality. GM makes the backgrounds and experiences of both sexes an important aspect in the planning and implementation of policies, projects, and programmes in all spheres so that both genders benefit equally. GM requires that both sexes participate equally in making decision and planning to influence agendas (UN Women, 2018).

Lombardo (2005) and Charles worth (2005) cited by Baher, (2018) are of the opinion that a few principles should be identified to enable one recognize GM. For instance, there should be a wholesome approach to gender policy as there are interconnected causes that lead to inequality between the men and women in all spheres of life, such as sexuality, economics, political participation, violence, and work places. Secondly, all policy areas should have reference to gender issues to ensure consideration of the political GM principle has been rethought in the means and outcomes from a gender perspective. GM responsibility rests at the highest levels and needs to be put into practice system-wide, with accountability for outcomes being monitored constantly. Thirdly, GM requires gender equality in decision-making bodies, like the county assembly. Women`s participation in decision making should be increased. Lastly, gender equality objectives should be prioritized in terms of measures adopted, resources assigned, and policies of relevance to women framed. The similarity of the above theories is that the focus on the economic arguments for easing accessibility of resources to women. Differentiating economic activities and resources based on gender is substantial in meeting the demand for a gender responsive project plan (Baher, 2018). All the above two theories are relevant to the study since they integrate the concepts of women empowerment, culture, institutional arrangements, resources, gender mainstreaming and projects cycle.

2.4 Conceptual Framework

A conceptual framework, according to Miles and Huberman (1994), explains in graphic and narrative form the main things under study, such as the key factors, constructs or variables, and the presumed relationship among them. Below is the conceptual framework for this study.

Independent Variables

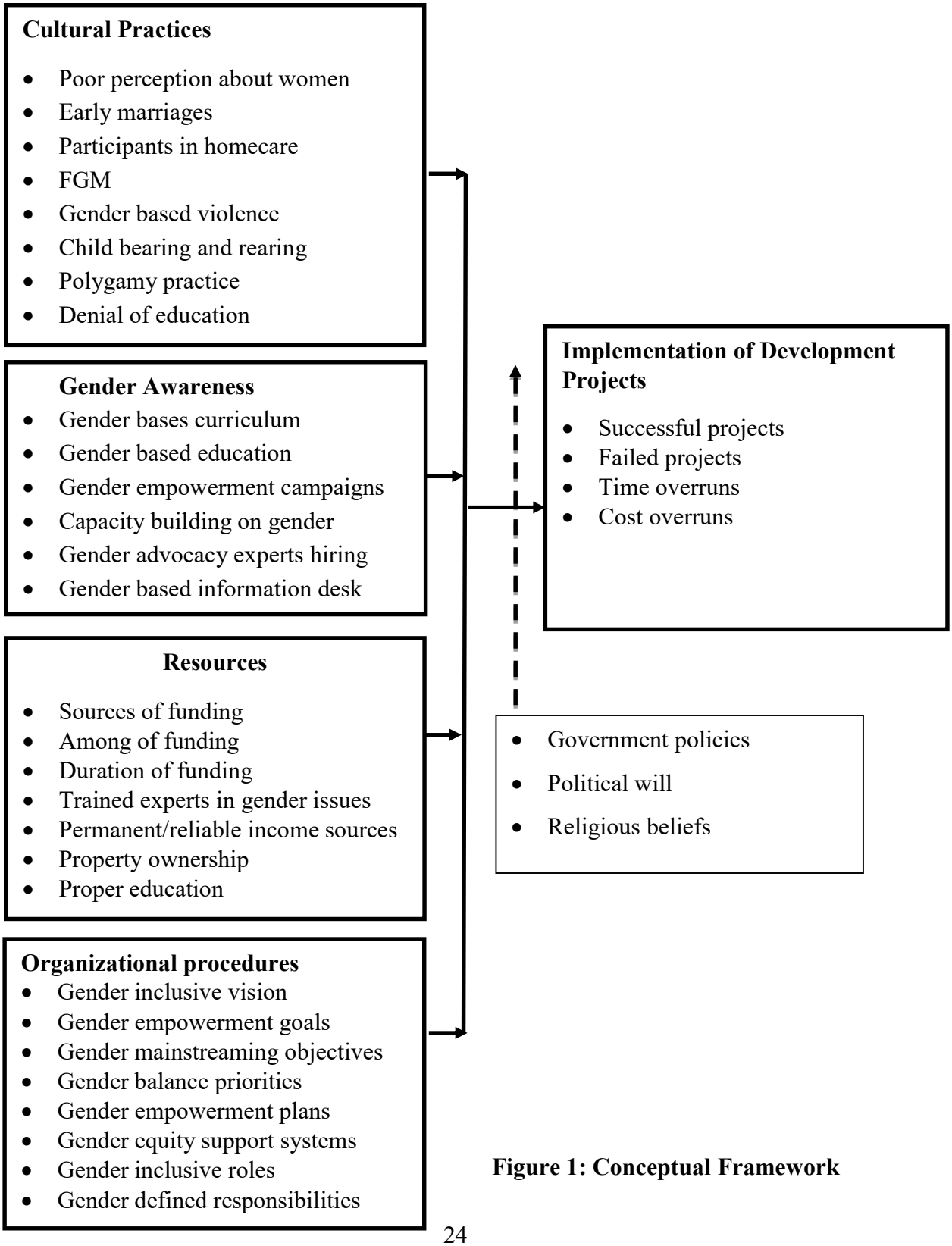

Figure 1: Conceptual Framework

2.5 Literature Gaps

The study above has conclusively indicated that gender mainstreaming is a concept that is very essential in 21st century development be it in profit making or not for profit making organizations. However, the studies have not exploited a number of issues that are to be addressed by this study as explained below:

Author	Area of Focus	Findings/results	Research gaps	Research gaps addressed
Michael (2017)	Gender and Community Development	Women perform significant roles at the homestead level but are normally ignored when it comes to community development implementation due to poor cultural practices	This study has identified one indicator of culture in gender mainstreaming (early marriages) while ignoring the other significant ones. Plus the study has been carried out among the Maasai in Kajiado and Arusha who live in relatively well included regions in national development.	The current study shall address the gap that has been left out by Michael's study by critically examining all the gender mainstreaming variables that cut across (early marriages, gender based violence, polygamy, education denial, home keeping, etc.). Further the current study shall focus the gap of regional clustering by getting its study population from Kilifi County which is classified as marginalized county in Kenya where gender mainstreaming is a concept has been ignored for long.
Ayyagari, Beck and Demirgu	Gender awareness	Gender awareness encompasses gathering information about	The study has only focused on women in the capital city of Egypt and Ethiopia	The previous study has a gap of addressing mainstreaming on already informed and empowered women in Cairo

c-Kunt(2017)		women, documenting it, developing curriculum of training about it and then training people on the same.	who have much access information that those of Kilifi where the current study shall be carried out.	who have totally contrasting socio- cultural and socio-economic characteristics as compared to the women in marginalized Kilifi County. Therefore the current study shall fill the gap that exists between women in different cohorts i.e. empowered and less empowered.
Musimba&Nyariki (2017)	Women and development	Availability of: financial resources; trained personnel on gender and supporting funding sources e.t.c	The study has not indicated the extent to which these resources influence gender mainstreaming neither does this study link them to development projects implementation	The gap shall be addressed seeking to establish the relationship between the various variables by carrying out a regression analysis that shall seek to find out the extent to which each variables influences gender mainstreaming and projects performance.
Musimba&Nyariki (2017)	Organizational procedures	The rules, roles and responsibilities outlined in an organization influences gender mainstreaming in development projects implementation	The study has only focused on three components of organizational procedures and its target population came from the private sector that is relatively better managed	The current study shall address these gaps by examining an in-depth of all the components of organizational procedures including vision of an organization all the way to specific gender objectives and link them to gender mainstreaming with further

				establishment on how they affect development projects implementation as supported by regression analysis findings.

2.6 Summary of Chapter

The literature reviewed has indicated that women have been ignored in mega development projects implementation over time immemorial (World Bank, 2018 e, f, g, h; UNDP, 2018 etc). the women form over half of the world population but their efforts in making significant impact in the community have been limited by a number of issues that include poor cultural practices, poor organization procedures, lack of political goodwill, poor gender awareness among others. Due to such, a number of studies have come up with a number of recommendations including the constitution of Kenya that came up with the third gender rule but its implementation has been a dream that has been buried below sweet sleep (GoK, 2010). The chapter has outlined the concept of gender mainstreaming, the literature review, theories and later on the conceptual summary of the study. It has further outlined the literature gaps and the summary of the literature.

CHAPTER THREE
RESEARCH METHODOLOGY

3.1 Introduction

This chapter discussed the following: research design, target population, sample size and sampling procedure, data collection instruments, pilot testing, validity and reliability, data collection procedure, ethical consideration, and data analysis methods.

3.2 Research Design

This study used a descriptive survey design. According to Kombo and Tromp (2006), a research design can be regarded as an arrangement of conditions for collection in a manner that aims at combining relevance with the research purpose. Cooper & Schindler (2013) on the other hand argue that the term research design in this study referred to the basic plan or strategy of research, the logic behind it which made it possible and valid to draw conclusions. A research design provides a framework for the collection and analysis of data (Bryman, 2008). It establishes the structure that connects the research questions to the gathering of empirical data, and ultimately, to the conclusions drawn (Yin, 2003). According to Shuttle worth (2008) descriptive research design is a scientific method which involves observing and describing the behaviour of a subject without influencing it in any way. Shuttle worth (2008) emphasizes that, the subject is observed in a completely natural and unchanged natural environment. The descriptive research, which focuses on what questions, was appropriate in this study since it did demonstrate the existence of social problems and did challenge accepted assumptions about the way things were and could provoke action. The design was considered as the most appropriate for descriptive purposes and determination of relationship between variables.

3.3 Target Population

The target population refers to the specific group relevant to a particular study. Mugenda and Mugenda (2008) explain that a population is a group of individuals or objects that have the same form of characteristics. They are the “totality of cases that conform to certain specifications, which defines the elements that are included or excluded in the target group”. In this study, the target population consisted of the employees of Kilifi County government who had participated

in the various development projects for the past years. Those county linked members who had participated in projects implemented in the various 11 departments and had served for over than 3 years and above were considered only. Besides, the research considered the employees from the major six women empowerment non-governmental organizations that have operated in Kilifi County since 2013 when the county government came into place. These NGOs were considered since they have been discovered to be working closely with the county government with the aim of ensuring that their gender inclusiveness and balance when hiring for county development projects implementation. Therefore, a total of 102 respondents were considered from the various projects run by the county government of Kilifi and 48 from the various NGOs. This made a total of 150 respondents as shown below:

Table 3.1: Target Population

Category	**Target population (N)**	**Percentage**
County government members	102	68%
NGOs' members	48	32%
Total	**150**	**100%**

Source: Kilifi County Report (2019)

3.4 Sample Size and Sampling Procedure

A sample is part of the population that has been procedurally selected to represent the population once the sample has been scientifically taken, the result can be generalized to the entire population (Kothari, 2008).

3.4.1 Sample Size

This study used the Yamane (1967) and D. Israel (2009) formula as shown below to calculate the sample size at a 0.05 confidence level:

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

Where; n is the sample size,

N is the population size,

e is the level of precision (0.05)

Hence applying the above formula, the sample size was computed as:

N=150:

$$n = \frac{150}{1+150\,(0.05^2)}$$

=109 respondents.

Therefore, the study used a sample of 109 respondents calculated using a constant of 0.726as shown in table 3.2 below:

Table 3.2: Sample Size

Category	**Target population (N)**	**Sample size (N*0.726)**
County government members	102	74
NGOs' members	48	35
Total	**150**	**109**

Source (Author, 2019).

3.4.2 Sampling Procedure

Sampling Procedure is a process or technique of choosing a sub-group from a population to participate in the study; it is the process of 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 (Ogula, 2005). The study applied two steps in sampling. First, stratified sampling was applied to differentiate the various strata (members form the county governments and those from the NGOs). Then simple random sampling was applied to pick the respective county members who have participated in projects implementation since the county governments came into place and the NGO members/employees as guided by the sample population calculated above.

3.5 Research Instrument

The researcher used questionnaires to collect raw data (primary data) while journals, documented theses, text books and internet materials were used to collect secondary data. A questionnaire is a research tool that gathers data over a large sample (Nsubuga, 2000). The questionnaire was the most appropriate research tool as it allowed the researcher to collect information from a large sample with diverse background; the findings remained confidential, saved time and since they were presented in paper format there were no opportunity for bias. Questionnaires were administered to 109 respondents among a cross-section of women, men and youth balancing factors such as age, marital status, socio-economic status and level of education. The survey examined perceptions of respondents on the issue of cultural practices, resources availability, gender awareness and organizational structures. In accordance to Mugenda and Mugenda (2013), a research questionnaire was favored in this study since a large number of people could be reached relatively easily and economically, and standard questionnaire provided quantifiable answers for a research topic, which were relatively easy to analyze.

3.5.1 Pilot Testing

Cooper and Schindler (2013) indicated that a pilot test is conducted to detect weakness in design and instrumentation and to provide proxy data for selection of a probability sample. Pilot testing provides an opportunity to detect and remedy a wide range of potential problems with an instrument. In this study, a pilot was conducted among 15 respondents chosen from the adjacent Kwale County. Normally, the rule of the thumb is that 10% of the sample should constitute the pilot test (Cooper and Schindler, 2013, Creswell, 2013). The proposed pilot test was within the recommendation. The pilot study was repeated after two weeks using the same questionnaire on the same sampled respondents. The results from the piloted questionnaires were computed by use of SPSS software to obtain the Cronbach'salpha so as to establish the research instrument's reliability.

3.5.2 Validity of the Research Instrument

Validity is the degree to which results obtained for the analysis of the data actually represent the phenomena under study. It indicates how accurate the data obtained in the study represent the variables of the study (Mugenda and Mugenda, 2003). In this study, the researcher applied

content validity. To obtain the content validity, the researcher first subjected the research instruments to the university supervisors for scrutiny and modifications. Later on the researcher sought some expertise input from the various consultants who had taken some studies in Kilifi County in the same area over the past years.

3.5.3 Reliability of the Research Instrument

Reliability refers to consistency of a measure, the ability of the instrument used in research to consistently measure the characteristic of interest over time (Creswell, 2013). On the other hand, scholars Mugenda and Mugenda (2008) argue that reliability is a measure of the degree to which a research instrument yields consistent results or data after repeated trials. The values obtained from the pilot testing were subjected to a data analysis expert who coded them to the SPSS software and compute the Cronbach's alpha. The same procedure was repeated after one week and the results indicating that an average Cronbach's alpha of 0.8 was the least considered; and a values of 0.85 was obtained. The rule of Cronbach's formula states that any value above 0.7 is considered fair with 0.8 being good while 0.9 and above being excellent. The research instruments therefore aimed at obtaining an excellent score; making them suitable for the study.

3.6 Data Collection Procedure

The researcher presented the document to the University at all levels as defined by the postgraduate school guidelines. Then the researcher requested for a letter of transmittal from the University introducing her to the respondents and the intention of the study. The researcher then visited the ministry that is linked to this study (Ministries of Education) both at the national and county levels. Then after this, the researcher applied for a certificate of research at NACOSTI. This was then followed by a five days training of 5 research assistants and adoption of one research expert who understood the concept of mapping and data mining to guide the researcher and the research assistants. The research assistants were drawn from the local community who understood the local culture and language. Later on the researcher visited the respondents, used research assistants to access some other respondents in other areas and e-mailed a questionnaire to some respondent who could be committed for one on one filling at the same time. Drop and pick later method was also employed on other respondents who couldn't be reached immediately and could have not supplied their email addresses.

3.7 Ethical Considerations

Consent was probed from the respondents whose participation in this study was voluntary. They were assured that the information they provided could be treated with utmost confidentiality. Privacy and dignity of the respondents were considered during the research. Names of the respondents were not exposed and codes were used instead from those respondents who freely choose to participate in the study.

3.8 Data Analysis

The fully filled research questionnaires were first subjected to scrutiny to establish whether they met the requirements of the study. The research instruments that were suitable for the study were coded in order to be keyed into the SPSS software. This was carried out by 2 data analysis experts and the analysis was done by use of both inferential and descriptive statistics using SPSS (version 24.0) and presented through percentages, means, standard deviations and frequencies. The data was split down into different aspects of gender mainstreaming in development projects implementation. This offered a systematic and qualitative answer to the study objectives. To help generalize the findings the collected data was grouped using percentages and measures of central tendency. Descriptive and inferential statistics including cross-tabulation, frequencies and percentages, mean and standard deviation was used for comparison. The hypothesis was tested by use of the regression analysis model given as follows:

$Y=\beta_0+\beta_1 x_1+ \beta_2 x_2+ \beta_3 x_3+\beta_4 x_4 +e$

Where:

Y = represents the dependent variable i.e gender mainstreaming in projects implementation

$\beta_0 \ldots \beta_4$ are the Regression Coefficient

X_1= Cultural practices

X_2= Gender awareness

$X3$ = Resources availability

$X4$ = Organizational procedures

e = Stochastic term

3.9 Operationalization Definition of Variables

Table 3.3 Operationalization Definition of Variables

Objective	**Independent Variable**	**Indicators**	**Scale**	**Types of analysis**
To establish the influence of cultural practices on the implementation of county development projects.	**Cultural Practices**	Poor perception about women Early marriages Participants in homecare FGM Gender based violence Child bearing and rearing Polygamy practice Denial of education	ordinal scale (likert scale)	Descriptive Statistics
To assess the influence of gender awareness on the implementation of county development projects.	**Gender Awareness**	Gender bases curriculum Gender based education Gender empowerment campaigns Capacity building on gender Gender advocacy experts hiring Gender based information desk	ordinal scale(likert)	Descriptive Statistics
To determine the influence of resources on the	**Resources**	Sources of funding Among of funding	Ordinal Scale	Descriptive Statistics

implementation of county development projects.		Duration of funding Trained experts in gender issues Permanent/reliable income sources Property ownership Proper education	(likert)	
To establish the influence of organizational procedures on the implementation of county development projects.	**Organizational procedures**	Gender inclusive vision Gender empowerment goals Gender mainstreaming objectives Gender balance priorities Gender empowerment plans Gender equity support systems Gender inclusive roles Gender defined responsibilities	ordinal scale(likert)	Descriptive Statistics

CHAPTER FOUR
DATA ANALYSIS, PRESENTATION AND INTERPRETATIONS

4.1 Introduction

This chapter presented the data that was collected in the field in relation to the research questions contained in the questionnaire. The chapter presented the demographic characteristics of the respondents, gave the results as obtained from the field and interpreted the numerical in a narrative format under various sub-heading.

4.2 Questionnaires Return Rate

A total of 109 questionnaires were distributed to various categories of respondents and the results as shown in table 4.1 below were arrived at:

Table 4.1 Questionnaires Return Rate

Allocated	Frequency	Percent
Fully returned useful	9	8.26%
Returned useless/unreturned	100	91.74%
N (Total)	**109**	**100%**

The study achieved a 91.74 percent response rate. As per the agreed rules of research by various researchers like Mugenda and Mugenda (2008) this research can be said to have achieved an excellent return rate. According to them, when a response rate of 50% is achieved in a social science research, it can be said to be fair while that going beyond 70% is said to be good. Therefore, this study attained an excellent response rate that is over 90 percent.

4.3 Demographic Characteristics of the Respondents

The bio data information of the respondents was sought for and the results indicated that:

Table 4.2 Demographic Characteristics of the Respondents

Category	Description	Frequency	%
Gender	Male	75	75%
	Female	25	25%
Academic Qualification	KCSE	00	00%
	Diploma	33	33%
	Bachelor's Degree	63	63%
	Master's Degree	4	04%
Working experience	< 3 years	20	20%
	4-7 years	57	57%
	8-10 years	13	13%
	11-14 years	7	7%
	over- 15 years	3	03%
Work area	County Govt	65	65%
	NGOs	35	35%

In the study, the male gender took a larger portion of 75% while the female consisted of 25% only. Majority of the respondents in the study (63%) had a bachelor degree qualification. This was followed by the diploma holders (33%) and those with masters degree (4%). 57% of the respondents who made the majority have worked in their various stations for 4-7 years followed by those who have worked for less than 3 years (20%). 13% of the respondents had an experience of 8-10 years while 7% and 3% had work experience of 11-14 years and over 15 years respectively.

Majority of the respondents worked with county government (65%) while 35% of the respondents work with the NGO's.

4.4 Analysis of Influence of Cultural Practices on Implementation of Development Projects

As observed by Simba (2015), in social sciences, a rating that contains a likert scale of weight 1-5 can be interpreted as follows: Results scoring a mean of less than 1.4 ($x<1.4$) can be translated

to mean that a higher percentage of the respondents strongly disagreed with the proposed ideas. A score of $1.4<x<2.2$ can be translated to mean that majority of the respondents didn't agree with the proposed ideas. A score value of $2.2<x<2.7$ means that majority of the respondents fairly supported the idea under investigation. A score of $2.7<x<4$ means that majority of the respondents agreed with the arguments while an score where x achieves any value that is greater than 4, it can be translated to mean that majority of the respondents strongly supported the ideas under investigation. Based on such observations, the results in relation to the influence of cultural practices on gender mainstreaming in development projects implementation were discussed and indicated in the table below:

Table 4.3: Cultural Practices' Influence on Gender Mainstreaming in Projects Implementation

Statement	1	2	3	4	5	M	S.D
1. Poor perception about women influences their participation in development projects implementation in this county	0 0%	0 0%	21 21%	19 19%	60 60%	**4.39**	**0.908**
2. Early marriages among women in the county influences their contributions to development projects implementation	0 0%	2 2%	18 18%	15 20%	65 65%	**4.43**	**0.881**
3.Participants in homecare by women influences their participation actively in development projects implementation	0 0%	0 0%	0 0%	50 50%	50 50%	**4.5**	**0.999**
4.FGM practice is associated with poor implementation of development projects due to poor women involvement	20 20%	10 10%	60 60%	10 10%	00 00%	**2.6**	**0.212**
5.Gender based violence influences women involvement in projects implementation that affecting their success	0 0%	0 0%	5 5%	5 5%	90 90%	**4.85**	**0.897**
6.Child bearing and rearing influences	0	1	1	38	60	**4.57**	**1.02**

women's participation in development projects implementation thus affecting their success	0%	1%	1%	38%	60%		
7.Polygamy practice influences development projects implementation and women participation	0 0%	0 0%	14 14%	6 6%	80 80%	**4.66**	**0.989**
8.Denial of education access to women influences their participation in development projects implementation thus their success	0 0%	0 0%	0 0%	3 3%	97 97%	**4.97**	**1.12**

Majority of the respondents in the study strongly agreed that: poor perception about women (m=4.39 and sd=0.908); early marriages among women in the county (m=4.43 and sd=0.881); participants in homecare by women (m=4.5 and sd=0.999); gender based violence (m=4.85 and sd=0.897); child bearing and rearing (m=4.57 and sd=102); polygamy practice (m=4.66 and sd=0.989); and denial of education access to women (m=4.97 and sd=1.12) influences gender mainstreaming in development projects implementation in the county. However, majority of the respondents fairly supported the idea that FGM practice is associated with poor implementation of development projects due to poor women involvement as indicated by a mean score of 2.6 and a standard deviation of 0.212.

4.5 Influence of Gender Awareness in the Implementation of Development Projects

As observed by Simba (2015), in social sciences, a rating that contains a likert scale of weight 1-5 can be interpreted as follows: Results scoring a mean of less than 1.4 ($x<1.4$) can be translated to mean that a higher percentage of the respondents strongly disagreed with the proposed ideas. A score of $1.4<x<2.2$ can be translated to mean that majority of the respondents didn't agree with the proposed ideas. A score value of $2.2<x<2.7$ means that majority of the respondents fairly supported the idea under investigation. A score of $2.7<x<4$ means that majority of the respondents agreed with the arguments while an score where x achieves any value that is greater than 4, it can be translated to mean that majority of the respondents strongly supported the ideas

under investigation. Based on such observations, the results in relation to the influence of gender awareness on gender mainstreaming in development projects implementation were discussed and indicated in the table below:

Table 4.4 Gender Awareness's Influence on Gender mainstreaming in Development Projects

Statement	1	2	3	4	5	M	S.D
1.Gender based curriculum creates awareness of women participation in projects implementation, influencing their success	10 10%	5 5%	10 10%	40 40%	35 35%	**3.85**	**0.908**
2.Gender based education influences awareness on projects implementation and women participation	03 03%	07 07%	20 20%	40 40%	30 30%	**3.87**	**0.781**
3.Gender empowerment campaigns creates awareness of women participation in projects implementation, influencing their success	2 2%	2 2%	16 16%	50 50%	30 30%	**4.4**	**0.669**
4.Capacity building on gender creates awareness of women participation in projects implementation, influencing their success	0 0%	0 0%	15 15%	25 25%	60 60%	**4.45**	**0.762**
5.Gender advocacy experts hiring creates awareness of women participation in projects implementation, influencing their success	5 5%	12 12%	8 8%	25 25%	50 50%	**4.03**	**0.802**
6.Gender based information desk creates awareness of women participation in projects implementation, influencing their success	0 0%	5 5%	5 5%	15 15%	75 75%	**4.6**	**1.02**

Table 4.4 indicates that a higher percentage of the respondents strongly agreed that: gender empowerment campaigns (m=4.4, sd=0.669); capacity building on gender (m=4.45, sd=0.762); gender advocacy experts hiring (m=4.03;sd=0.802); and gender based information desk (m=4.6, sd=1.02) creates awareness of women participation in projects implementation in the county-a

factor that significantly determines the success of these projects. Further, a higher composition of the respondents agreed with the ideas that: gender based curriculum (m=3.85, sd=0.908), and gender based education (m=3.87, sd=0.781) creates gender awareness on development projects implementation.

4.6 Influence of Resources in Implementation of Development Projects

As observed by Simba (2015), in social sciences, a rating that contains a likert scale of weight 1-5 can be interpreted as follows: Results scoring a mean of less than 1.4 ($x<1.4$) can be translated to mean that a higher percentage of the respondents strongly disagreed with the proposed ideas. A score of $1.4<x<2.2$ can be translated to mean that majority of the respondents didn't agree with the proposed ideas. A score value of $2.2<x<2.7$ means that majority of the respondents fairly supported the idea under investigation. A score of $2.7<x<4$ means that majority of the respondents agreed with the arguments while an score where x achieves any value that is greater than 4, it can be translated to mean that majority of the respondents strongly supported the ideas under investigation. Based on such observations, the results in relation to the influence of resources on gender mainstreaming in development projects implementation were discussed and indicated in the table below:

Table 4.5 Resources Availability's Influence on Gender Mainstreaming in Development Projects

Statement	1	2	3	4	5	M	S.D
1.Sources of funding influence development projects implementation in the county significantly	0 0%	0 0%	0 0%	30 30%	70 70%	**4.7**	**1.008**
2.Amount of funding influence development projects implementation in the county significantly	0 0%	0 0%	0 0%	45 45%	55 55%	**4.55**	**0.80**
3.Duration of funding influence development projects implementation in the county significantly	01 01%	03 03%	07 07%	30 30%	60 60%	**4.48**	**0.781**

4.Trained experts in gender issues influence development projects implementation in the county significantly	0 0%	0 0%	10 10%	30 30%	60 60%	**4.5**	**0.612**
5.Permanent/reliable income sources influence development projects implementation in the county significantly	0 0%	0 0%	15 15%	5 5%	80 80%	**3.65**	**0.771**
6.Property ownership influence development projects implementation in the county significantly	0 0%	0 0%	0 0%	40 40%	60 60%	**4.6**	**0.909**
7.Proper education influence development projects implementation in the county significantly	0 0%	0 0%	0 0%	5 5%	95 95%	**4.95**	**1.089**

The general trend indicates that majority of the respondents strongly supported the idea that resources availability influence gender mainstreaming in development projects implementation; affecting the overall performance of projects. The various indicators of resources availability indicated that majority of the respondents strongly agreed with the ideas that: sources of funding m=4.7, sd= 1.008); amount of funding (m=4.55, sd=0.8); duration of funding (m=4.48, sd=0.781); trained experts in gender issues (m=4.5, sd=0.612); permanent/reliable income sources (m=3.65, sd=0.771); property ownership (m=4.6, sd=0.909); and proper education (m=4.95, sd=1.089) have a significant influence on gender mainstreaming on development projects implementation in the county.

4.7 Influence of Organizational Procedures in Implementation of Development Projects

As observed by Simba (2015), in social sciences, a rating that contains a likert scale of weight 1-5 can be interpreted as follows: Results scoring a mean of less than 1.4 ($x<1.4$) can be translated to mean that a higher percentage of the respondents strongly disagreed with the proposed ideas. A score of $1.4<x<2.2$ can be translated to mean that majority of the respondents didn't agree with the proposed ideas. A score value of $2.2<x<2.7$ means that majority of the respondents fairly supported the idea under investigation. A score of $2.7<x<4$ means that majority of the respondents agreed with the arguments while an score where x achieves any value that is greater

than 4, it can be translated to mean that majority of the respondents strongly supported the ideas under investigation. Based on such observations, the results in relation to the influence of organizational procedures mainstreaming in development projects implementation were discussed and indicated in the table below:

Table 4.6 Organizational Procedures' Influence on Gender Mainstreaming Development Projects Implementation

Statement	1	2	3	4	5	M	S.D
1.Gender inclusive vision influences development projects implementation significantly	4 4%	4 4%	32 32%	30 30%	30 30%	**3.78**	**0.761**
2.Gender empowerment goals influences development projects implementation significantly	5 5%	12 12%	0 0%	33 33%	50 50%	**3.31**	**0.711**
3.Gender mainstreaming objectives influences development projects implementation significantly	0 0%	0 0%	12 12%	38 38	50 50%	**4.38**	**1.09**
4.Gender balance priorities influences development projects implementation significantly	0 0%	0 0%	18 18%	12 12%	70 70%	**4.52**	**0.901**
5.Gender empowerment plans influences development projects implementation significantly	0 0%	0 0%	5 0%	45 45%	50 50%	**4.45**	**0.597**
6.Gender equity support systems influences development projects implementation significantly	0 0%	0 0%	10 10%	20 20%	70 70%	**4.6**	**1.14**
7.Gender inclusive roles influences development projects implementation significantly	0 0%	03 3%	07 7%	30 30%	60 60%	**4.47**	**0.98**
8.Gender defined responsibilities influences development projects implementation significantly	0 0%	0 0%	10 10%	13 13%	77 77%	**4.67**	**0.702**

A general trend from table 4.6 indicated that majority of the respondents strongly supported the idea that organizational procedures influence gender mainstreaming in development projects implementation in the county. For example, majority of the respondents supported arguments like: gender mainstreaming objectives (m=4.38, sd=1.09); gender balance priorities (m=4.52, sd=0.901); gender empowerment plans (m=4.45, sd=0.597); gender equity support systems(m=4.6, sd=1.14); gender inclusive roles (m=4.47, sd=0.98); and gender defined responsibilities (m=4.67, sd=0.702) influence gender mainstreaming in development projects implementation in Kilifi county.

4.8 Implementation of Development Projects

As observed by Simba (2015), in social sciences, a rating that contains a likert scale of weight 1-5 can be interpreted as follows: Results scoring a mean of less than 1.4 ($x<1.4$) can be translated to mean that a higher percentage of the respondents strongly disagreed with the proposed ideas. A score of $1.4<x<2.2$ can be translated to mean that majority of the respondents didn't agree with the proposed ideas. A score value of $2.2<x<2.7$ means that majority of the respondents fairly supported the idea under investigation. A score of $2.7<x<4$ means that majority of the respondents agreed with the arguments while an score where x achieves any value that is greater than 4, it can be translated to mean that majority of the respondents strongly supported the ideas under investigation. Based on such observations, the results in relation to the influence of gender mainstreaming components on development projects implementation-where development projects implementation was the measure of performance were examined. The results were discussed in table 4.7 illustrated below:

Table 4.7 Development Projects Implementation

Statement	1	2	3	4	5	M	S.D
1.Cultural practices, gender awareness, resources, and organizational procedures have a significant influence on successful implementation of development projects	0 0%	0 0%	20 20%	20 20%	60 60%	**4.4**	**0.941**
2.Cultural practices, gender awareness, resources, and organizational procedures have a significant influence on projects failure in the county	0 0%	0 0%	20 20%	30 30%	50 50%	**4.3**	**0.991**
3.Time overruns of development projects implemented in the country are influenced by cultural practices, gender awareness, resources, and organizational procedures significantly	5 5%	4 4%	11 11%	35 35%	45 45%	**4.11**	**0.909**
4.Cost overruns of development projects implemented in the country are influenced by cultural practices, gender awareness, resources, and organizational procedures significantly	0 0%	0 0%	18 18%	12 12%	70 70%	**4.52**	**0.78**

Results indicated that majority of the respondents strongly agreed that cultural practices, gender awareness, resources, and organizational procedures have a significant influence on successful implementation of development projects (m=4.4, sd=0.941). On a similar trend, respondents strongly agreed that projects failure (m=4.3, sd=0.991), projects time overruns (m=4.11, sd=0.909), and cost overruns (m=4.52, sd=0.78) of development projects implemented in the country are influenced by cultural practices, gender awareness, resources, and organizational procedures significantly.

4.9 Multiple Regression Analysis

Multiple regression analysis was performed to assess the relationship between the dependent variable (development projects implementation) and the independent variables (cultural practices, gender awareness, resources availability, and organizational procedures) and to test the research hypotheses on the influence of gender mainstreaming in development projects. Standard

multiple regression analysis was conducted for hypotheses testing as recommended by Cooper & Schindler (2013); Sekaran (2008); Berg (2015) among others.

4.9.1 Standard Multiple Regression Analysis

In order to test the research hypotheses, a standard multiple regression analysis was conducted using development projects implementation as the dependent variable, and the components of gender mainstreaming that comprise of cultural practices, gender awareness, resources availability, and organizational procedures as the predicting variables. Tables 4.7, 4.8 and 4.9 present the regression results.

Table 4.8 Model Summary

Model	R	R^2	Adjusted R^2
1	0.574	0.497	0.451

From the model summary in table 4.8 above, it is clear that the adjusted R^2 was 0.451 indicating that a combination of cultural practices, gender awareness, resources availability, and organizational procedures are explained 45.10 percent of the variation in development projects implementation in Kilifi County.

Table 4.9 Analysis of Variance

ANOVA					
Model	Sum of squares	df	Mean square	F	Sig.
Regression	10.001	4	3.01	14.61	.000
Residual	14.999	5	.159		
Total	**25.00**	**9**			

From the table 4.8 above that has given the ANOVA calculated values, it is evident that the

overall standard multiple regression model (the model that involves constant, cultural practices, gender awareness, resources availability, and organizational procedures) is significant in predicting how cultural practices, gender awareness, resources availability, and organizational procedures determine development projects implementation at the county governments. The regression model achieves a high degree of fit as reflected by an R^2 of 0.380 (F = 14.61; P = 0.000 < 0.05).

Table 4.10 Regression Coefficients

Model	**Unstandardized coefficients**		**Standardized Coefficients**	**t**	**sig**
	B	**Std. error**	**Beta**		
(constant)	1.701	.058		3.53	.000
Cultural practices	.478	.021	.459	3.53	.000
Gender awareness	.471	.071	.491	2.98	.000
Resources availability	.389	.089	.401	2.21	.000
Organizational procedures	.412	.067	.440	2.44	.000
Dependent Variable : implementation of development projects					

Table 4.9 presents the regression results on how cultural practices, gender awareness, resources availability, and organizational procedures determine gender mainstreaming in county development projects implementation- particularly in Kilifi. The multiple regression equation was that: $Y= \beta_0+\beta_1X_1+\beta_2X_2+ \beta_3X_3 + \beta_4X_4 + \varepsilon$ *and* the multiple regression equation became:
$Y = 1.701 +0.478X_1 +0.471X_2 + 0.389 X_3 + 0.412X_4$ .As depicted in table 4.9, there was positive and significant influence of cultural practices on gender mainstreaming in development projects implementation (β = 0.459; t = 3.53; p < 0.05). There was positive and significant influence of gender awareness on gender mainstreaming in development projects implementation (β = 0. 491; t = 2.98; p < 0.05). Further, there was positive and significant influence of resources availability on gender mainstreaming in development projects implementation (β = 0. 401; t = 2.21; p <

0.05). Finally, there was positive and significant influence of organizational procedures on gender mainstreaming in development projects implementation ($\beta = 0.440$; $t = 2.44$; $p < 0.05$).

4.10 Test of Hypotheses

As stated earlier, the study tested the hypothesis by use of the regression coefficients. The beta and t- test values were used to deduce on the type of hypothesis to be considered for the study as outlined below:

Table 4.11Summary of Regression Coefficient and Test of Hypothesis

Model	**Standardized coefficients**	**T**	**Sig**	**Deductions**
	Beta			
(constant)		3.53	.000	
Cultural practices	.459	3.53	.000	***Reject $H0_1$***
Gender awareness	.491	2.98	.000	***Reject $H0_2$***
Resources availability	.401	2.21	.000	***Reject $H0_3$***
Organizational procedures	.440	2.44	.000	***Reject $H0_4$***

Dependent Variable : implementation of development projects

Hypothesis One

H_{01}*Cultural practices don't have any significant influence on the implementation of county development projects.*

H_{A1} *Cultural practices have a significant influence on the implementation of county development projects.*

H_{O1} postulates that cultural practices don't have any significant influence on the implementation of county development projects in Kilifi County, while H_{A1} postulates that cultural practices have a significant influence on the implementation of county development projects in Kilifi County. The results in table 4.10 failed to provide support for H_{O1} hence the H_{O1} was rejected

and instead the H_{A1} was accepted. Therefore, cultural practices have a significant influence on the implementation of county development projects in Kilifi County ($\beta = 0.459$; $t = 3.530$; $p < 0.05$).

Hypothesis Two

H_{02} *Gender awareness has no significant influence on the implementation of county development projects.*

H_{A2} *Gender awareness has a significant influence on the implementation of county development projects*

H_{O2} postulates that Gender awareness has no significant influence on the implementation of county development projects, while H_{A2} postulates that Gender awareness has a significant influence on the implementation of county development projects. The results in table 4.10 failed to provide support for H_{O2} hence the H_{O2} was rejected and instead the H_{A2} was accepted. Therefore, Gender awareness has a significant influence on the implementation of county development projects ($\beta = 0.491$; $t = 2.98$; $p < 0.05$).

Hypothesis Three

H_{03} *Availability of resources has no significant influence on the implementation of county development projects.*

H_{A3} *Availability of resources has a significant influence on the implementation of county development projects.*

H_{O3} postulates that Availability of resources has no significant influence on the implementation of county development projects, while H_{A3} postulates that Availability of resources has a significant influence on the implementation of county development projects. The results in table 4.10 failed to provide support for H_{O3} hence the H_{O3} was rejected and instead the H_{A3} was accepted. Therefore, Availability of resources has a significant influence on the implementation of county development projects ($\beta = 0.401$; $t = 2.21$; $p > 0.05$).

Hypothesis Four

H_{04} *Organizational procedures have no significant influence on the implementation of county development projects*

H_{A4} *Organizational procedures have a significant influence on the implementation of county*

development projects

H_{O4} postulates that Organizational procedures have no significant influence on the implementation of county development projects, while H_{A4} postulates that Organizational procedures have a significant influence on the implementation of county development projects. The results in table 4.10 failed to provide support for H_{O4} hence the H_{O4} was rejected and instead the H_{A4} was accepted. Therefore, Organizational procedures have a significant influence on the implementation of county development projects ($\beta = 0.440$; $t = 2.44$; $p > 0.05$).

CHAPTER FIVE
SUMMARY OF THE FINDINGS, DISCUSSIONS, CONCLUSIONS AND RECOMMENDATION

5.1 Introduction

The part traces outline of the key discoveries of the examination, exchanges of the investigation, finishes of the investigation and suggestions that can be embraced for reasonable execution of county development projects.

5.2 Summary of the Study Findings

The purpose of this study was to examine the influence of gender mainstreaming on women participation in implementation of county development projects in Kenya: a case of Kilifi County. From the field results 100 questionnaires were dully filled and returned to be used in drawing conclusions. Majority of the respondents were men (75%) while the degree holders and county staff respondents dominated the study. In relation to the first objective that sought to establish the influence of cultural practices on the implementation of county development projects, majority of the respondents strongly supported the idea. Specifically remarkable is when majority of the respondents in the study strongly agreed that: poor perception about women (m=4.39 and sd=0.908); early marriages among women in the county (m=4.43 and sd=0.881); participants in homecare by women (m=4.5 and sd=0.999); gender based violence (m=4.85 and sd=0.897); child bearing and rearing (m=4.57 and sd=102); polygamy practice (m=4.66 and sd=0.989); and denial of education access to women (m=4.97 and sd=1.12) influences gender mainstreaming in development projects implementation in the county. In testing the hypothesis, the results failed to provide support for H_{O1} hence the H_{O1} was rejected and instead the H_{A1} was accepted. Therefore, cultural practices have a significant influence on the implementation of county development projects in Kilifi County ($\beta = 0.459$; $t = 3.530$; $p < 0.05$).

In relation to the second objective that sought to assess the influence of gender awareness on the implementation of county development projects, a positive relationship was established. In the study, a higher percentage of the respondents strongly agreed that: gender empowerment campaigns (m=4.4, sd=0.669); capacity building on gender (m=4.45, sd=0.762); gender

advocacy experts hiring (m=4.03;sd=0.802); and gender based information desk (m=4.6, sd=1.02) creates awareness of women participation in projects implementation in the county-a factor that significantly determines the success of these projects. When testing the hypothesis, the results failed to provide support for H_{O2} hence the H_{O2} was rejected and instead the H_{A2} was accepted. Therefore, gender awareness has a significant influence on the implementation of county development projects ($\beta = 0.491$; $t = 2.98$; $p < 0.05$).

The third study objective sought to determine the influence of resources on the implementation of county development projects. The general trend indicates that majority of the respondents strongly supported the idea that resources availability influence gender mainstreaming in development projects implementation; affecting the overall performance of projects. For example, majority of the respondents strongly agreed with the ideas that: sources of funding m=4.7, sd= 1.008); amount of funding (m=4.55, sd=0.8); duration of funding (m=4.48, sd=0.781); trained experts in gender issues (m=4.5, sd=0.612); permanent/reliable income sources (m=3.65, sd=0.771); property ownership (m=4.6, sd=0.909); and proper education (m=4.95, sd=1.089) have a significant influence on gender mainstreaming on development projects implementation in the county. In testing the hypothesis, the results failed to provide support for H_{O3} hence the H_{O3} was rejected and instead the H_{A3} was accepted. Therefore, Availability of resources has a significant influence on the implementation of county development projects ($\beta = 0.401$; $t = 2.21$; $p > 0.05$).

In relation to the final objective that sought to establish the influence of organizational procedures on the implementation of county development projects, the general trend indicated that majority of the respondents supported the idea. For example, majority of the respondents supported arguments like: gender mainstreaming objectives (m=4.38, sd=1.09); gender balance priorities (m=4.52, sd=0.901); gender empowerment plans (m=4.45, sd=0.597); gender equity support systems(m=4.6, sd=1.14); gender inclusive roles (m=4.47, sd=0.98); and gender defined responsibilities (m=4.67, sd=0.702) influence gender mainstreaming in development projects implementation in Kilifi county. In testing of the hypothesis, the results failed to provide support for H_{O4} hence the H_{O4} was rejected and instead the H_{A4} was accepted. Therefore, organizational

procedures have a significant influence on the implementation of county development projects (β = 0.440; t = 2.44; p > 0.05).

5.3 Discussions of the Research Findings

The first objective touched on cultural practices and gender mainstreaming in projects implementation. The hypothesis further confirmed that cultural practices have a significant influence on the implementation of county development projects in Kilifi County (β = 0.459; t = 3.530; p < 0.05). In agreement to these findings are Klasen and Francesca (2018) who observed that poor cultural practices like early marriages, poor perception of women roles in the society, poor practices like FGM, use of women as wealth in pastoral communities, use of women as agents of giving birth and polygamy has been associated to poor participation in economic development by women in most parts of Ethiopia. Further, Ngunjiri (2017) has outlined a number of harmful cultural practices hindering women in pastoral communities in Kenya from participating in development projects implementation. These harmful practices include: female genital mutilation (FGM); early or forced marriages; son preference, widow inheritance, wife battering; early pregnancy; and dowry price.

The second objective focused on gender awareness and development projects implementation. Results indicated that, a higher percentage of the respondents strongly agreed that gender empowerment campaigns create awareness of women participation in projects implementation in the county-a factor that significantly determines the success of these projects. When testing the hypothesis, it was noted that gender awareness has a significant influence on the implementation of county development projects (β = 0.491; t = 2.98; p < 0.05). In agreement to such findings is a study by Connell (2018) found out that gender awareness influences gender mainstreaming in community development projects implementation. Gender awareness includes explaining to people the role of gender equity, educating women on their roles in economic development, educating the society to go against gender biased harmful cultural practices, laying laws that protect women in an equal measure to men and coming up with avenues of spreading the gender

In relations to availability of resources, the general trend indicated that majority of the respondents strongly supported the idea that resources availability influence gender mainstreaming in development projects implementation; affecting the overall performance of

projects. In testing the hypothesis, it was established that availability of resources has a significant influence on the implementation of county development projects ($\beta = 0.401$; $t = 2.21$; $p > 0.05$). in agreement to these findings are Musimba and Nyariki (2017) who assert that the availability of people who are trained to integrate women in development, availability of financial resources to fund various projects that outline the roles of women, the amount of financial resources and many more influences gender mainstreaming in development projects implementation in Kenya.

In relation to the final objective that sought to establish the influence of organizational procedures on the implementation of county development projects, the general trend indicated that majority of the respondents supported the idea. In testing of the hypothesis it was agreed that organizational procedures have a significant influence on the implementation of county development projects ($\beta = 0.440$; $t = 2.44$; $p > 0.05$). According to Michael (2017), organizational procedures have a direct impact on what involvement of a given gender rate shall be allocated in implementing various projects in the society. Therefore, organizational procedures/structures or rather arrangements determine when women shall be involved in development projects implementation, what positions they should occupy in the project implementation process, how long they should serve, the limit of decision making, remuneration and many others. UNDP (2017) confirms that organizational procedures are key in determining the direction an organization takes in empowering its women so as to achieve equity in gender and development.

5.4 Conclusions

Based on the result findings, it can be concluded that cultural practices determine the extent to which gender mainstreaming in development projects implementation in the county is achieved. Gender mainstreaming in development projects is influenced by indicators like poor perception about women, early marriages among women, participants in homecare by women, gender based violence, child bearing and rearing, and denial of education access to women.

Similarly, the researcher concludes that gender awareness has a significant influence on the extent to which gender mainstreaming manifests itself in county development projects implementation. Indicators with a more significant influence include: gender empowerment

campaigns, capacity building on gender, gender advocacy experts hiring, and gender based information desk.

The researcher has the conclusion that availability of resources has an influence on gender mainstreaming in development projects in the county together with the performance of these projects. The resources available for gender mainstreaming are measured by looking at components like sources of funding, amount of funding, duration of funding, trained experts in gender issues etc. Finally, the researcher concludes that organizational procedures have an influence on gender mainstreaming in development projects implementation in the county. The most significant components of organizational procedures include gender mainstreaming objectives, gender balance priorities, gender empowerment plans, gender equity support systems, gender inclusive roles, and gender defined responsibilities.

5.5 Recommendations

The researcher recommends for an introduction of various rules and regulations that should address the primitive cultural practices that limit the ability of women to participate in development projects. Some of these primitive practices like denying women access to education and early marriages weaken their ability to participate in development. Various civil education programs should be run across all the households in Kilifi County to explain to them the condemned cultural practices and strict penalties be attached to them. Gender awareness forums and process should be adopted at all levels of the county organs. There should be deliberate moves to ensure all the communication channels and forms of media spread the concept of gender empowerment and gender mainstreaming in projects. The various advocacy groups should prioritize awareness creation at all levels of the county for better integration of gender component in county development projects implementation.

The county governments and other agencies advocating for gender mainstreaming in development projects implementation should ensure that there are available resources for development projects that have rules for gender inclusiveness. The amount of funding allocated for gender in development projects, the duration of these funds, the number of experts that understand gender roles in development projects implementation should inform the direction and acceptability of a given development project.

The researcher finally recommends that the county government should embrace organizational procedures that make it very easy for women to access the various positions of the projects' cycle. The procedures should have a clear objectives and goals for women participation in development projects implementation.

5.6 Suggestions for Future Studies

Since the concept of gender mainstreaming is a contentious issue in Kenya currently just from the national level to the devolved units, the researcher recommends for a similar study to be carried out in other counties across the country.

The researcher further recommends for a study to be carried out to examine the effectiveness of the constitutional provision of a third gender rule on gender mainstreaming in development projects implementation in the various counties.

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APPENDICES

Appendix 1: Letter of Transmittal

Matilda Kalunda Mwendwa
P.O Box332-80200
Malindi.

Dear Respondents,

Re: Data Collection

My name is Matilda Kalunda Mwendwa and I am pursuing a master degree in project planning and management. In order for me to complete my studies, I am carrying out a research on the determinants of gender mainstreaming in development projects implementation in Kenya; a case of Kilifi County.

I have chosen you to kindly participate in answering the questions contained in this questionnaire. Kindly answer the questions without biasness or subjectivity.

Kindly don't include your name or anything that can identify you.

Thank you

Yours sincerely

Matilda Kalunda Mwendwa

Sign…….

Appendix II: Research Questionnaire

SECTION ONE: BIO-DATA

[Tick where appropriate (√)]

1. Kindly indicate your gender

( ) Male ( ) Female

2. Kindly indicate your highest level of education

( ) K.C.S.E ( ) Diploma ( ) Bachelor's Degree ( ) Master's Degree ( ) Doctorate

3. Working experience

Less than 3 years ( ) 4-7 years ( ), 8-10 Years ( ), 11 - 14 years ( ) Over- 15 years ( )

4. Where do you work? County Government ( ) NGO ( )

SECTION TWO SPECIFIC INFORMATION AS PER THE OBJECTIVES

1. Cultural Practices' Influence on Gender Mainstreaming in Projects Implementation

The outlined indicators of cultural practices in the table below influence development projects implementation in the county significantly. Use a scale of 1-5; where 1= **strongly disagree, 2= disagree, 3= moderately support, 4= agree, 5= strongly agree** to show the extent to which you agree or disagree with the outlined indicators.

Statement	1	2	3	4	5
Poor perception about women influences their participation in development projects implementation in this county					
Early marriages among women in the county influences their contributions to development projects implementation					
Participants in homecare by women influences their participation actively in development projects implementation					
FGM practice is associated with poor implementation of development projects due to poor women involvement					
Gender based violence influences women involvement in projects implementation that affecting their success					
Child bearing and rearing influences women's participation in development projects implementation thus affecting their success					
Polygamy practice influences development projects implementation and women participation					
Denial of education access to women influences their participation in development projects implementation thus their success					

2. Gender Awareness's Influence on Gender mainstreaming in Development Projects

Use a scale of 1-5; where 1= **strongly disagree, 2= disagree, 3= moderately support, 4= agree, 5= strongly agree** to show the extent to which you agree or disagree with the outlined indicators.

Statement	1	2	3	4	5
Gender based curriculum creates awareness of women participation in projects implementation, influencing their success					
Gender based education influences awareness on projects implementation and women participation					

Gender empowerment campaigns creates awareness of women participation in projects implementation, influencing their success					
Capacity building on gender creates awareness of women participation in projects implementation, influencing their success					
Gender advocacy experts hiring creates awareness of women participation in projects implementation, influencing their success					
Gender based information desk creates awareness of women participation in projects implementation, influencing their success					

3. Resources availability's Influence on Gender mainstreaming in Development Projects

The outlined indicators of resources in the table below influence development projects implementation in the county significantly. Use a scale of 1-5; where 1**= strongly disagree, 2= disagree, 3= moderately support, 4= agree, 5= strongly agree** to show the extent to which you agree or disagree with the outlined indicators.

Statement	**1**	**2**	**3**	**4**	**5**
Sources of funding influence development projects implementation in the county significantly					
Amount of funding influence development projects implementation in the county significantly					
Duration of funding influence development projects implementation in the county significantly					
Trained experts in gender issues influence development projects implementation in the county significantly					
Permanent/reliable income sources influence development projects implementation in the county significantly					
Property ownership influence development projects implementation in the county significantly					
Proper education influence development projects implementation in the county significantly					

4. Organizational Procedures' Influence on Gender Mainstreaming Development Projects Implementation

Use a scale of 1-5; where 1= **strongly disagree, 2= disagree, 3= moderately support, 4= agree, 5= strongly agree** to show the extent to which you agree or disagree with the outlined indicators

Statement	**1**	**2**	**3**	**4**	**5**
Gender inclusive vision influences development projects implementation significantly					
Gender empowerment goals influences development projects implementation significantly					
Gender mainstreaming objectives influences development projects implementation significantly					
Gender balance priorities influences development projects implementation significantly					
Gender empowerment plans influences development projects implementation significantly					
Gender equity support systems influences development projects implementation significantly					
Gender inclusive roles influences development projects implementation significantly					
Gender defined responsibilities influences development projects implementation significantly					

5. Implementation of Development Projects

Use a scale of 1-5; where 1= **strongly disagree, 2= disagree, 3= moderately support, 4= agree, 5= strongly agree** to show the extent to which you agree or disagree with the outlined indicators

Statement	**1**	**2**	**3**	**4**	**5**
Cultural practices, gender awareness, resources, and organizational procedures have a significant influence on successful implementation of development projects					
Cultural practices, gender awareness, resources, and organizational procedures have a significant influence on projects failure in the county					
Time overruns of development projects implemented in the country are influenced by cultural practices, gender awareness, resources, and organizational procedures significantly					
Cost overruns of development projects implemented in the country are influenced by cultural practices, gender awareness, resources, and organizational procedures significantly					

The End: thank you.