

**FACTORS INFLUENCING WOMEN PARTICIPATION IN COMMUNITY BASED
DEVELOPMENT PROJECTS: A CASE STUDY OF BURETI
SUB-COUNTY, KERICHO COUNTY.**

BY

ELIZABETH LABOSO

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

2014

DECLARATION

This research project report is my original work and to the best of my knowledge has not been presented for a degree in any university.

Signature : Date :

Elizabeth Laboso

L50/73886/2014

This research proposal has been submitted with my approval as University Supervisors.

Signature : Date :

Dr. Moses Otieno

Lecturer Department of Extra - Mural Studies.

University of Nairobi

DEDICATION

This work is dedicated to my husband Godwin, my daughter Faith my mother Leah and my friends Pst. Philip Kikwai for their love, understanding and moral support they provided towards the successful completion of this study.

ACKNOWLEDGEMENT

I wish to thank my God who has been my source of strength, providence, courage and inspiration throughout my studies. I also express my sincere thanks and appreciation to the Board of Post Graduate Studies, University of Nairobi for having accepted to offer me a chance to pursue my postgraduate studies.

I am highly indebted to my supervisor Dr. Moses Otieno for his guidance, professional supervision, inspiration and unlimited moral and material support provided in the course of this exciting research work.

I also wish to regard my daughter Faith due to her continues pieces of advice and as well; as cheering me on.

Special thanks to Mr. Samwel Yegon for his continuous encouragement in and out of class. My appreciation goes to Pst. Joseah Bett, Mr. John Tonui, Pst. Paul Rotich and Pst. Samwel Chelule for their valued input in my proposal and their fervent encouragement.

I also wish to regard my daughter Faith for her continuous pieces of advice and as well as cheering me on.

My special thanks go to all the women respondents in Bureti Sub-County who provided the information that has formed the basis of the study. Also I cannot forget Kevin and Chris who assisted me during the data collection.

Finally, I wish to appreciate my student colleagues Mrs. Joyce Nchoe and Evaline Sang for their encouragement and shared ideas. God bless you all abundantly.

TABLE OF CONTENTS

DECLARATION	iii
DEDICATION	iv
ACKNOWLEDGEMENT	v
TABLE OF CONTENTS.....	vi
LIST OF FIGURES	xi
LIST OF ABBREVIATION AND ACRONYMS.....	xii
ABSTRACT.....	xiii
CHAPTER ONE	14
INTRODUCTION	14
1.1 Background of the Study	14
1.2 Statement of the Problem.....	15
1.3 Purpose of the Study	16
1.4 Objectives of the Study.....	16
1.5 Research Questions	16
1.6 Significance of the Study	17
1.7 Limitations of the Study.....	17
1.8 Delimitation of the Study.....	18
1.9 Basic Assumptions of the Study	18
1.10 Definition of Significant Terms	18
Participation – The term meant the level of involvement in decision making and other community issues.....	18
1.11 Organization of the Study	19
CHAPTER TWO	20
LITERATURE REVIEW	20
2.1 Introduction.....	20
2.2 Participation of Women in Development	20
2.2.1 Influence of Patriarchy in Community Based Development Projects	21
2.2.2 Influence of Gendered Ideology in Community Based Development Projects	21
2.2.3 Influence of Gender Suppression in Community Based Development Projects	23
2.2.4 Influence of Political Attitude in Community Based Development Projects	25
2.2.5 Influence of Socio-Cultural Environment in Community Based Development Projects ..	28

2.3 Theoretical Framework.....	31
2.3.1 Socialist Feminism Theory	31
2.4 Conceptual Framework.....	32
Figure 2.1 Conceptual Framework	32
2.10. Summary of Literature.....	33
CHAPTER THREE	34
RESEARCH METHODOLOGY.....	34
3.1 Introduction.....	34
3.2 Research Design.....	34
3.3 Target Population.....	34
3.4 Sample Size and Sample Selection	34
3.4.1 Sample Size.....	34
3.4.2 Sample Selection.....	35
3.5 Data Collection Instruments	35
3.5.1 Data Pretesting	35
3.5.2 Validity of research instruments	35
3.5.3 Instruments Reliability.....	35
Operational Definition of Variables.....	36
3.6 Procedure of Data Collection.....	37
3.7 Methods of Data Collection	37
3.8 Methods of Data Analysis.....	38
3.9 Ethical Consideration.....	38
CHAPTER FOUR.....	39
RESULTS AND DISCUSSIONS.....	39
4.1 Introduction.....	39
4.2 Results.....	39
4.2.1 Details of the Respondents.....	39
4.2.1.1 Age Bracket of the Respondents.....	39
Table 4.1 Age of the Respondent.....	40
4.2.1.2 Gender of the Respondents	40
Table 4.2 Table showing Gender of the Respondents	40
4.2.1.3 Highest Level of Education	41

Table 4.3 Education Level of the Respondents	41
4.2.1.4 Marital Status of the Respondents	42
Table 4.4 Table showing Marital Status	42
4.2.2 How Patriarchy Affects Women Participation in Community Based Development Project.	42
Table 4.5 My community have a high regard towards women.....	43
Table 4.6 Women are Considered in Community Based Development Project.....	44
Table 4.7 Women are Treated Well in Community Based Development Project	44
Table 4.8 Our Community is Gender Biased.....	45
4.2.3 Gender Ideology Affects Women Participation in Community Based Development Project	45
Table 4.9 The Women in the Community are Sidelined.	46
Table 4.10 Women Ideas are Taken into Consideration.....	46
Table 4.11 There Is Gender Insensitivity In The Community	47
Table 4.13 Women are treated fairly in our community.....	48
4.2.4 Gender suppression and its effects on women participation in community based development project.....	49
Table 4.14 There is Gender Discrimination in our Community	49
Table 4.15 Women are Give Time/ Opportunity to Express Their Views in the Community. ..	50
Table 4.16 Women Feel Suppressed in the Community.....	50
Table 4.17 Women get the same support in community as that of men	51
4.2.5 Political attitude and its Effects on Women Participation Community Based Development Project	51
Table 4.18 The Political Class Consider Women Participation in Development	52
Table 4.19 The Women are Considered Equally With Men Politically	52
Table 4.20 Women are able Politicians if Given a Chance	53
Table 4.21 Gender Disparity in Politics is Discouraging Women to be Involved in Community Development.	54
4.2.6 Effects of Socio-Cultural Environment on Women Participation Community Based Development Project.....	54
Table 4.22 Culture has Influenced Negatively Women Participation in the Community	55

Table 4.23 Social Orientation of the Community has Affected Women Participation in Community Project.	55
Table 4.25 Gender Disparity is Affecting Women Participation in Community Based Development Projects.	56
4.3 Discussion.....	57
4.3.1 How Patriarchy Influenced Women Participation in Community Based Development Project.	57
4.3.2 Gender Ideology Affects Women Participation in Community Based Development Project	58
4.3.3 Gender suppression and its effects on women participation community based development project	59
4.3.4 Political attitudes and its Effects on Women Participation Community Based Development Project	61
4.3.5 Effects of Socio-Cultural Environment on Women Participation Community	62
CHAPTER FIVE	64
5.0 SUMMARY, CONCLUSIONS AND RECOMMENDATIONS	64
5.1 Introduction.....	64
5.2 Summary of the Findings.....	65
5.2.1 How Patriarchy Affects Women Participation in Community Based Development Project.	65
5.2.2 Gender Ideology Affects Women Participation in Community Based Development Project	65
5.2.3 Gender suppression and its effects on women participation community based development project	66
5.2.4 Political attitude and its Effects on Women Participation Community Based Development Project	66
5.2.5 Effects of Socio-Cultural Environment on Women Participation Community	66
5.3 Conclusions.....	67
5.3.1 Theoretical Conclusions.....	67
5.3.2 Empirical Conclusions	69
5.4 Recommendation	70
5.4.2 Areas for Further Research	71

APPENDICES	78
APPENDIX I – LETTER OF TRANSMITTAL	78
APPENDIX III.....	82
WORK PLAN.....	82
APPENDIX IV BUDGET.....	83
BUDGET	83
APPENDIX V- TABLE FOR DETERMINING SAMPLE SIZE FROM A GIVEN POPULATION.....	84

LIST OF FIGURES

Figure 2.1 Conceptual Framework 32

LIST OF ABBREVIATION AND ACRONYMS

ESCWA	-	Economic & Social Commission for Western Asia
FWPR	-	Female Work Participation Rate
HIV/AIDS	-	Human Immuno Virus/ Acquired Immune Deficiency Syndromes
ILO	-	International Labour Organisation
MDGs	-	Millennium Development Goals
UAE	-	United Arab Emirates
WLM	-	Women Liberation Movement
SPSS	-	Statistical Package for Social Sciences
D	-	Disagree
SD	-	Strongly Disagree
N	-	Neutral
A	-	Agree
SA	-	Strongly Agree

ABSTRACT

This research project attempted to assess factors influencing women participation in community based development projects in Bureti Sub-County. Gender related issues especially gender participation in community based development project in the world today have influenced many perceptions and expectations. Currently debates on how to streamline gender has attracted scholars from all over the world. The lack of adequate gender equity and equality of both male and female employees in community based development projects, as a result of the existing barriers and obstacles placed communities on the spot over gender equity and equality. Thus, there was need to inquire into aspect with specific reference to Bureti Sub-County. The research was guided by the following objectives: to establish the extent which patriarchy influences women participation in community based development projects, to examine gendered ideology and how it influence women participation in community based development projects, to determine how gender suppression influenced participation in community based development projects, to establish how political view influenced women participation in community based development projects and to evaluate the influence of socio-cultural environment on women participation in community based development projects. In order to get the required data, questionnaire method of data collection was used. The case study research design was used in the study. Stratified random sampling technique was used to select samples from staff members. The sample of the study comprised of 100 respondents consisting of individual women who are in leadership in community based organisation. The study utilized socialist feminist theory because of its relevance to the proposed study. Analysis of data was done using the measures of central tendency statistical Package for Social Sciences (SPSS). It was expected that the study gave insights understanding of the factors influencing women participation in community based development projects in Bureti Sub-County

CHAPTER ONE

INTRODUCTION

1.1 Background of the Study

Women participation in development issue is a global phenomenon which is being discussed and analysed in every country of the world. All over the world, a review of progress achieved by women in the community development is of great concern (Mullins, 2009). However, there is still an imbalance between women and their male counterparts in the work place in the world today. According to Wilson (2009), it is apparent that the progress towards women participation in development has encountered obstacles at the institutional level in all the countries of the world. Among traditional societies of the world, men and women were assigned different roles (Start, 2008).

With the rise of industrialization and urbanization in Western Europe during the eighteenth century, there was a shift from the traditional mode of production to modern mode of production. Accordingly, men moved to towns in search of jobs in industries and urban centres while women were left at home caring for the children, the sick and the elderly. At this point gender equality was felt, since men became the sole providers of the family while women became the homemakers. Later, some women moved to towns and were employed in specific occupations and positions that were considered to have less prestige, authority and earning. This segregation led to the Women Liberation Movement (WLM) in the 1960s. As a result of the movements, there was the realization that if men and women were given equal opportunities they could perform equally well (Nuwagaba, 2001). This realization was theoretical since it was not practically implemented.

During the past few decades, women have attained soaring levels of education in many parts of the world and comprise around 40 percent of workers worldwide (ILO, 2008). In many countries, women have higher rates of enrollment in schools and universities and they dominate certain economic sectors as in the educational and nursing fields. This phenomenon, however, has not been paralleled by equal access to work opportunities at higher levels of organizations or

equal access to fair and equitable pay. There is a persisting world trend affecting women managers where their development plateaus at middle management positions (Wentling, 2003). While the number of women qualified for management jobs continues to increase (with the 1990s characterized as periods of increasing post-secondary educational attainment for women) significant differences persist in the numbers of men and women who achieve senior management roles worldwide (Winn, 2004; Wentling, 2003; Wood, 2003).

In Africa, women lack independence and authority in decision making and have no control over their conditions of life (Nuwagaba, 2001). Despite the heavy work, women are seen by policy makers primarily as a source of voluntary labour for development activities and their invaluable socio-economic contribution goes unrecognized. In community based project, women have remained marginalized. In many occupations, the pervasive phenomenon of women going only so far and no further in their occupations and professions has come to be known as the “glass ceiling” (Gary, 1999). This concept assumes that women have the motivation, ambition, and capacity for positions of power and prestige, but invisible barriers keep them from reaching the top even in community based organisation. The glass ceiling refers to the artificial barriers based on attitudinal or organizational bias that prevent qualified individuals from advancing upwards in their organization into management level positions (World Bank, 2000). That is why it is necessary to explore factors affecting women participation in community based development projects.

1.2 Statement of the Problem

Studies in Gender and Development have indicated that there is gender inequality in both the organisation and the community. GOK, 1997 Development plan clearly states that there is need to address the gender equality at every level of employment. Whitehead (2009) observed that girls are socialized for powerlessness. This means that girls are made to internalize their subordinate positions and this is transferred to the workplace and the community (Anselmi and Law, 2008). Over the last decade, the status of women has actually declined and they have less control than ever before over their land, cash, other resources and even participating in the community (World Bank, 2010). Steinem (2004) on his part noted that the obstacles to women taking their rightful places in the management or running of business and even participating in

management are still limited and, some would argue, growing more intractable. Many organisations including community based organisations experience gender inequality at the place of work. However the extent to which different factors influencing women participation in different development activities has not been investigated. That is why there is a need to investigate these factors in relation to women participation in community based development projects in Bureti constituency.

1.3 Purpose of the Study

The purpose of the study is to examine factors influencing women participation in community based development projects.

1.4 Objectives of the Study

This study will be guided by the following objectives

1. To establish the extent to which patriarchy influence women participation in community based development projects in Bureti Sub-County
2. To examine the influence of gendered ideology on women participation in community based development projects in Bureti Sub-County
3. To determine how gender suppression influences women participation in community based development projects in Bureti Sub-County
4. To establish how political attitude Influences women participation in community based development project in Bureti Sub – County.
5. To evaluate how socio-cultural environment influences women participation in community based development projects in Bureti Sub-County.

1.5 Research Questions

1. The extent to which patriarchy influence women participation in community based development projects in Bureti Sub-County?
2. How gendered ideology influence women participation in community based development projects in Bureti Sub-County?
3. How gender suppression influence women participation in community based development projects in Bureti Sub-County?

4. How does political attitude influence women participation in community based development projects in Bureti Sub County.
5. Influence of socio-cultural environment on women participation in community based development projects?

1.6 Significance of the Study

The factors influencing women participation in community based development project contributed to existing knowledge about gender. The findings of the study gave insight on what hindered women from participating in community based development projects. The study findings served as a gender sensitizing document for the community development partner. The study findings contributed to the current debate on women participation issues especially in relation to community based development projects. It was assumed that the information generated guided interventions that were greatly needed to address women participation not only in community based development projects but also in other sectors.

1.7 Limitations of the Study

The study focused on factors affecting women participation in community based development projects. The study only involved women participation in community based development projects. In undertaking the study, a number of limitations were encountered which impeded effective answering of the questions. The first limitation was attributed to the authentication of the information given by the respondents. Majority of the respondents were reluctant to give detailed information. Some attempted to conceal crucial and correct facts, while others shy away from responding to the questionnaire. However, they were assured of confidentiality of the information given including concealing identity on the questionnaire. Also the problem was dealt with by assuring them that the information was only for the study.

The second limitation was attributed to the sample size and generalization of the findings. This was because different communities/villages differed on how they involved their members in community based development project. All of them had different ways of handling gender issues. The study was therefore confined to the women leaders residing in Bureti and was not be generalized to other places in the Republic of Kenya.

1.8 Delimitation of the Study

The respondents of the study comprised of women who had formed women groups and their leaders. The study was conducted in Bureti Sub-County because it was one of the Sub-Counties which was curved first from the former larger Kericho District, it also had the highest number of women groups with a high rate as well as high rate of CDF projects in Kericho County.

1.9 Basic Assumptions of the Study

The study was based on the following assumptions.

The population was of adequate size to provide valid and comprehensive questionnaire responses.

The respondents in the study completed the questionnaire accurately and honestly.

The study was carried out within the stipulated period using the available or allocated resources

1.10 Definition of Significant Terms

Community Based Development Projects- The term in the study stands for projects which are limited to a certain community.

Gender: In the study the term refers to both male and female.

Gender Equality: The term was used to imply social justice and fairness in the distribution of resources and opportunities as well as promotion among men and women. The issues referred to were; inequality, segregation, promotion, job grading, sexual harassment and gender stereotypes.

Gender Inequality: Unequal or preferential treatment of individual or groups on the basis of their gender that resulted in reduced access to or control over resources and opportunities. Systematic bias in which a person was denied his or her right for being a woman, man, girl or boy.

Participation – The term meant the level of involvement in decision making and other community issues

1.11 Organization of the Study

Chapter one of the study involved the backgrounds of the study, statement of the problem, purpose of the study, objectives of the study, research questions, significance of the study, limitation of the study, basic assumptions of the study and organization of the work.

Chapter two dealt with reviewing the literature related to the study from a global perspective upto the area of study based on the research objectives.

Chapter three described the research methodology which included :- introduction, research design, target population, sample size, sample selections, data collection instruments, data pre - testing, instruments validity, procedure of data collection, method of data analysis techniques and ethical consideration.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter covers literature review dealing with the factors affecting women participation in community based projects. The review discusses women participation, factors affecting women participation which includes; patriarchy, gender ideology, gender suppression, under representation, socio-cultural environment and political overview and attitude towards women who work. The chapter also outlines the theoretical framework and conceptual framework used in the study to assess the factors affecting women participation in community based projects.

2.2 Participation of Women in Development

Participation and involvement in economic development projects in the community is recognized as a poverty reduction intervention in both low-income and high-income countries (Ahmed *et al.*, 2001; Salt, 2010; Schurmann and Johnston, 2009; The Microcredit Summit Campaign, 2009). In most cases community development programs target poor people who are typically neglected and cannot be able to get income from outside the community. Apart from the expansion of community development interventions and their increasing popularity among policy-makers, there is a lack of reliable data about the success of women participation in community development programs. A few studies indicate that participation in community based development projects improves women's socioeconomic status, raises their self-esteem, and ensures their wellbeing within the household (Mahjabeen, 2008; Salt, 2010; Schurmann and Johnston, 2009). Contrarily, other studies state that women's participation increases their family conflict leading to their vulnerability to marital violence since it threatens men's traditional patriarchal family authority (Hossain, 2002; Meade, 2010). Inconsistence data across studies related to women's active participation in community based development projects, poverty reduction, and empowerment is also noticeable. However this needs to be studied further. There are factors which affects women participation in community based development projects namely;

2.2.1 Influence of Patriarchy in Community Based Development Projects

Patriarchal (conservative) gender ideology is dominant in rural community, and is believed to be the root of patriarchal social structure in the country which hinders women from participating in community development related activities (Halim, 1995; Jahan, 1994). Traditional religious norms constrain women from joining in activities outside the home especially participating in community development activities. Traditionally women were not allowed to move freely, it is considered that the husband's main responsibility is to maintain their families financially and the wife's main task is to take care of their family members. The husband is thus supposed to be the breadwinner. The husband is also expected to be the guardian of his wife, while the wife is expected to obey her husband (Karim, 2006). This has affected the participation of women in p community based development project.

As an important component of patriarchy, many scholars argue that patriarchal gender ideology is the main source of gender-specific roles, rights, and responsibilities that legitimize gender inequality in a systematic way (Dobash and Dobash, 1999). Patriarchal gender ideology is widely dominant in Bangladesh, which confines women's positions as subordinated to their husbands (Baden *et al.*, 1994; Haque and Kusakabe, 2005; Karim, 2006). This is because traditional gender norms expect men to be the breadwinner of household and that women should take care of the family. Therefore, patriarchal ideology can constrain women from active micro-credit participation.

2.2.2 Influence of Gendered Ideology in Community Based Development Projects

Participation in community based development projects is a redefinition of women's typical gender roles in rural community since it proposes women to be co-breadwinner of the households. However, in reality, only few women have control over the loans. Previous studies unveiled that the loans given to married women were mostly controlled by their husbands (Goetz and Gupta, 2006; Kabear, 2001). This might be related to the patriarchal gender ideology prevalent in rural community, where men are expected to be the household breadwinners (Schuler *et al.*, 2008). Therefore, their husband's gender ideology may influence the levels of women's participation in community based development projects. This study theorized that their

husbands' gender ideology is the main determinant of women's participation in community based development projects. (Schuler *et al.*, 2008). It was hypothesized that their husband's liberal gender ideology would promote women's active participation in community based development projects, which would in turn increase women's status as household co-breadwinner. The model is basically rooted in the ideological component of patriarchy theory. It asserts that patriarchal ideology is the source of gendered division of labour, gender inequality, and subordination of women (Bograd, 2008). Hence, their husbands' gender ideology may influence both women's participation and their changing status as household co-breadwinner (Goetz and Gupta, 2006).

Women's participation in community based development projects is conceptualized as being women's active involvement in the community. This can potentially increase women's socioeconomic status as household co-breadwinner. Participation may have different levels; e.g. non-participation, nominal participation, and active participation (Agarwal, 2001). Agarwal (2001) argued that mere membership cannot reflect true participation until women's roles are taken into account. In the present study, the degree of women's participation in community based development projects is examined in terms of their involvement types in the community activities

Initial study indicates that their husband's liberal gender ideology promoted women's active economic development projects in the community, which in turn improved their status as household co-breadwinner (Baden *et al.*, 1994). Previous studies showed that married women's life and extra-household affairs such as education, occupation, income, community participation, sexuality, and so on are typically controlled by their husbands (Schuler *et al.*, 2008). Therefore, it is conceivable that their husband's gender ideology would have significant influences on women's extra-household roles, rights, and responsibilities. This calls for further study in order to problematise and analyse gender relations, researchers have highlighted organisations' highly gendered state. This view contrasts to mainstream organisational research that has historically ignored gendered work experiences. The contemporary analysis of gendered work experience has been achieved through the analysis of, amongst others, the masculinised world of the factory shopfloor (Collinson, 2002), the experiences of gay men in sport (Connell, 1992), and the myriad ways in which women managers are marginalised (Fletcher, 1999).

The above research areas have doubtless contributed to an increased understanding of gender relations in organisations and, in some cases, have promoted change. Their focus, however, has been on exploring and highlighting how gender is articulated and expressed within organisations.

2.2.3 Influence of Gender Suppression in Community Based Development Projects

Linstead's focus on gender suppression as a feature of organisational theory, in keeping with Collinson's (2002) suggestion was to push theoretical boundaries, as Taylor suppressed gender in developing organisational theory, so managers may be tempted to position their organisations as homogenous and gender free. The stakeholders may do this despite being aware of inequitable gender relations within their community. In a similar vein to Taylor, managers are pressured to do this by internal and external organisational discourses. For example, it is not uncommon for promote managers to promote their organisations as places in which all employees are treated equally, regardless of gender (Bograd, 2008). Such statements or organisational beliefs avoid having to address the “messiness” of acknowledging gender relations and broader issues of diversity. For example, some sport organisations in England have to provide evidence that they are addressing gender equality in order to receive funding from the national body, (Sport England 2002).

In order to fulfill this requirement managers suggested that, because they had equal sport participation by women and men, their organisations were free of gender related problems (Shaw and Penney, 2003). Such claims may be made successfully and result in generous funding arrangements. However, other aspects of the organisations may have deeply gendered problems, for example, in these same sport organisations very few women were able to access senior management levels (Shaw and Penney, 2003). Gender suppression was evident in this practice because managers showed their awareness of gender relations in addressing the question of equal participation. However, despite being shown evidence regarding the gender imbalance of high ranking managerial positions, they limited discussions regarding gender to participation levels. This form of discursive closure in the English sport organisations suppressed further discussion regarding gender relations.

The feature of intentional action by managers is key to understanding gender suppression. In discussing organisational theory, (Mead 2010) suggested that gender suppression is evident when “there is resistance to taking gender seriously” and there is a degree of intent in gender suppression, not just naiveté or ignorance. Within organisations themselves, members may well be aware of gender relations but limit or suppress the ways in which they are presented or discussed. This allows discursive closure in which discussion of gender discourses are essentially shut down, thus minimising discussion and understanding. This distinguishes gender suppression from gender blindness, which has an element of ignorance or oversight, or as Riseborough (2008) argued is a “failure to acknowledge women as important”.

Based on these examples, it is possible to argue that gender suppression in community forms part of the multiple power relations that constitute gender relations. Following Alvesson and Willmott (2002) gender suppression may be understood as part of the “taken for granted organisational assumptions and ideologies that freeze the contemporary social order”. As such, it is a discursive construct whose implementation and ongoing practice constrains the recognition of diversity and enables the presentation of organisations as homogenous.

Extending the discussion of gender suppression from organisational theory to an examination of it within contemporary organisations contributes to furthering the conceptualisation of gender relations within organisations (Metle 2002). This is important because it provides a counterpoint to research that has examined how gender is expressed within organisations. This counterpoint allows for further understanding of discursive closure regarding gender, thus contributing to the literature by examining how the constructed silence of gender suppression leads to the disempowerment of women and some men on the basis of gender.

Despite the potential strength of gender suppression discourses to disempower women and some men in organisations, it may be undermined by critical organisational research given the potential of this approach to “continuously identify and disrupt oppressively gendered social practices” (Ely and Meyerson, 2000). Engaging in this form of research, in which gender suppression is highlighted, critiqued, and potentially disrupted, may offer a conceptual space from which managers are able to reflect on their own practices of gender suppression. Consequently, they may be encouraged to conceptualize and enact alternatives (Knights and

Kerfoot, 2004). Investigations such as this current research may assist this process by identifying gender suppression discourses and how they might be analysed within organisations. Future research with organisations may be able to put in place the groundwork required to make substantial change within organisations.

2.2.4 Influence of Political Attitude in Community Based Development Projects

According to Mead (2010) with the introduction of democratic elections, the number of women in national parliaments has been decreasing constantly in Kenya. Recent experience indicates that women who engage in political competition have less chance than their male colleagues of being nominated and eventually elected. They usually make up a smaller share of party members than men do and the representation of women on party executive bodies is less than their share in the membership. It is one thing for women to be elected to parliament and another to rise to senior decision-making positions such as minister, deputy minister or secretary of state. Women ministers can shape decision-making, and can act as important role models in society (Metle 2002). The growing interest in the study of women in management has been triggered by the increasing role that women have taken in public activities. In line with the increasing role that women play in the economy, more women globally are pursuing careers in management (Omar and Davidson, 2001). Moreover, cross-cultural studies on women as managers have found that this rising trend is common in many countries, along with evidence indicating that women managers worldwide share a number of similarities (Adler and Izraeli, 2004).

Generally, management is seen as a career only for men, and the majority of top management positions are filled by men (Powell and Graves, 2003). At almost every level, women managers globally are described as having to deal with blocked mobility, discrimination and stereotypes. Women managers are commonly reported to be negatively affected by a self belief that successful managers must exhibit male attributes, that women are not able to combine their roles as wife, mother and executive and that others, especially men, were not willing to work under a woman boss. Women managers are also often found in lower management positions that gave them little access to power and meaningful challenges (Omar and Davidson, 2001). According to Powell and Graves (2003), women in management literature dates back to the 1960s and 1970s. In particular, the work by Kanter (1997) can be regarded as seminal. Kanter used the term “token” to refer to the relatively few women given prominent positions in management. A few

women managers are tokens often treated as symbols or representatives for all women. As a result, their thoughts, beliefs and actions are likely to be taken as typical of all women.

Most favourably, the studies on women in management in Africa deals with the existence of barriers to careers for women, with eight articles written on such topics (Wilkinson 2006). The second most common theme among the research was attitudes towards women, which was discussed in six articles. The third most common theme was driving forces for success or factors that help women in their advancement, which were reported in five studies. Work-family issues were described in four studies. Reasons for working were reported in three studies and role models in two studies (Willmott 2002). Together, with other topics, the majority of the research brought out cultural factors that influence women in management and participation.

In the study of public sector employees in Kuwait, Metle (2002) found that although the position of women has improved, they are still far from achieving equality, especially equality in advancement. Women are recruited to civil service and private positions on an equal pay basis, but none hold decision-making positions such as men hold. Women are prevented from taking key power positions in the Kuwaiti Government sector. Moreover, according to Metle's study, another interpretation relating to women's feelings might be that there is a tacit official understanding that men should be given priority and that women should be discouraged from working wherever men can replace them. Seikaly (2004) found that women are convinced that the general employment policy of the government sector in Bahrain is to block the promotion of women, even when they are better qualified, more thoroughly trained and have more experience than men.

Wilkinson (2006), in a study among the UAE, Oman and Bahraini women in top management positions, found that the challenges faced by those women were overt discrimination at work, cultural taboos, negative attitudes towards working women and lack of confidence and trust in women managers. Jamali et al. (2005) studied constraints facing women managers in Lebanon. The study revealed that, the strongest barriers to career advancement stemmed from cultural expectations and patriarchal attitudes, which emphasize the role of women as mothers and homemakers. It is interesting to note that several women in the study did not object to traditional expectations. Women can aspire and have the potential to reach the highest management

positions, but the primary concern and role of a woman should continue to revolve around the family.

The other constraints that were reported in the study by Jamali et al. (2005) were of an attitudinal and structural nature stemming from within the corporate environment. Women were perceived as a higher employment risk than their male counterparts. It was commonly assumed that women are less reliable due to their familial responsibilities. In addition, women reported having suffered from negative perceptions of their commitment and professional qualifications.

It was reported that women in Kenya are seen as being submissive and emotional individuals while men are always perceived as being balanced, assertive, aggressive and autonomous (Kibwana and Kabeberi 1992). Women were thus not perceived as fit to assume leadership positions in an environment that capitalizes on a masculine leadership prototype. Some women managers reported having to openly confront highly stereotypical attitudes to establish respect and authority in their positions. Ironically, these attitudes stemmed not only from male subordinates and colleagues, but also from women. Aside from cultural and attitudinal barriers, women managers identified numerous constraints of a structural nature, including exclusion from formal and informal networks, the absence of relevant benefits and exclusion from corporate developmental assignments that are used to groom male managers for senior leadership in their companies (Kanter 1997). Some of the women managers pointed out that not all organizations in Lebanon have cultures that enhance gender interaction; many organizations have a strong masculine culture, which translates more concretely into structural arrangements that isolate and alienate women. An Islamic perspective of gender segregation was also discussed by Metcalfe (2006), who suggested that while segregation policies are not “official”, they do place restrictions on deployment and ultimately on training and promotion opportunities for women.

According to Al-Lamki's (1999) research among Omani women, the main obstacles for women managers were limited opportunities to higher education, discriminatory appointment and promotion practices, traditional attitudes of male bosses towards working women, male dominated domain, male resistance to women in management, absence of policies and legislation to ensure participation of women in management positions, a lack of professional networking, a lack of female role models, a lack of professional management development programs, a lack of

sufficient number of quality day-care centres, dual responsibilities of traditional and professional roles, balancing traditional and professional roles and family obligations as a wife and a mother for child-bearing and child-rearing. In addition, Al-Lamki (1999) added that in Oman, the absence of human resource policies and strategies to promote the recruitment and development of female managers at work was a deterrent to gender diversity. There were no programs to facilitate the advancement of women as role models, no mentoring programs, a lack of management training programs and active shunning of affirmative action. Al-Lamki (1999) also argued that several women managers in the study reported feeling an inferiority complex towards men in the management cadre as well as facing the conflicting roles of domesticated wife and mother, and that of a professional woman.

Similarly, studies by Omar and Davidson (2001) and Kattara (2005) reported that men controlled key networks that have access to the organization's powerhouse and valuable organizational information, and men were more likely to be mentors. McElwee and Al-Riyami (2003), in their study about women entrepreneurs in Oman, revealed that the majority of women feel there is a lack of networking among business women for exchanging information, discussing issues and seeking advice on common topics. Some of these women have started to form such networks. In addition, support services such as nurseries, kindergartens, vocational training, employment-related information and access to development loans, which can enhance women's participation in economic activity and increase their contribution to development, are in short supply. In general, the studies on barriers to women's careers in the Arab world are similar to those that western women face, yet there is also a strong impact from traditional views that place women in an inferior position.

2.2.5 Influence of Socio-Cultural Environment in Community Based Development Projects

While some studies have alluded to a favorable attitude towards the work of women in Kenya, cultural variables continue to play a major salient role in shaping women work experiences and environments (Mead 2010). Kenya indeed seems to offer no exception to value systems that emphasize the role of women as mothers and homemakers. Patriarchal attitudes are still entrenched, although increasing economic need is forcing men to acquiesce to women's employment. Kenyan women have to challenge authority in a patriarchal environment that imposes restrictions on their daily behaviors (Al-Lamki 1999). The attitudes of men towards

female employment however have generally been more sympathetic in recent years, in view of the economic crisis and the need for additional sources of income to support the family.

Kenyan women managers face the same constraints that Africa women face at large. The prevalent expectation is that the husband should pay for his wife and her maintenance, whereas she should take care of the kids and provide household services (Kibwana and Kabeberi 1992). Aside from cultural and attitudinal barriers, the women managers interviewed identified numerous constraints of a structural nature, including exclusion from formal and informal networks, the absence of relevant benefits, and corporate developmental assignments that are used to groom male managers, almost exclusively, for senior leadership in their companies (Manya 2000). Several women reported having been denied the informal networking opportunities with colleagues. Some of the women managers interviewed pointed out that not all organizations in Lebanon have cultures that enhance gender interaction; many organizations have a strong masculine culture, which translates more concretely into structural arrangements that isolate and alienate women. Consequently women managers were simply not getting the same opportunities as their male colleagues for mixing throughout the organization, neither horizontally nor vertically

Some of the women managers also noted that organizations segment opportunity structure and job markets in ways, which enable men to achieve positions of power and prestige more easily than women (Willmott 2002). Several women managers interviewed reported rarely being assigned high visibility projects or corporate developmental assignments that are otherwise commonly used to groom male managers for senior leadership in their companies (Riseborough 2008). The consequences implied that women in organizations are often not exposed to the same sort of experiences or varied job assignments that are necessary for job development.

According to Ely and Meyerson (2000) Studies indicated that, despite the role played by the cultural forces, media, and organizations, the change has to be catalyzed by women themselves. Women's eventual triumph will be realized through unyielding persistent hard work. In the long run, people in power cannot continue to question women's reliability and commitment to their work and organizations if they demonstrate sustained competence, commitment, perseverance,

and dedication. Accordingly, much responsibility lies in the hands of women to balance their overlapping roles, raise their career aspirations, and challenge the predominant anti-women ethos in Lebanese organizations.

The other constraints that were identified consistently across all women participants are constraints of an attitudinal and structural nature stemming from within the corporate environment (Manya 2000). In general, the challenge for Lebanese organizations in this respect is to make sure that managerial decision making does not consciously or subconsciously work against women development. Organizations must recruit, retain, develop talented people, and ensure the promotion of work values and cultures that show little tolerance for stereotypical attitudes and preconceptions that discriminate against women (Powell and Graves 2003). Leveraging the contributions of Lebanese women is indeed a key requirement for success in a super competitive and dynamic environment.

Some people have a preconceived idea that women enjoyed a particular prominence under Communism both in the workplace and in political life (Jamali et al. 2005). The reality, however, was that men dominated in government, the party and state enterprises. There were quotas for the representation of women in elected bodies, but this was superficial, as the representatives were, appointed, and the bodies were more or less powerless. Gender equality under communism went unfulfilled, as did the assurance of real power and control. With a national democracy regained and cultural traditions revived, there is concern that, a revitalization of patriarchal values might choke the voices of women (Risebrorough 2008). There is also a broader risk that during transition women's interests will be subordinated to, rather than integrated into, national agendas for change.

Obviously, there has been and continues to be a significant occupational segregation by gender (Manya 2000). It seems that the segregation is becoming based on the ownership structure of enterprises, with women continuing to concentrate on agricultural (rural household) jobs and men mainly on private sector jobs, including searching employment outside Kenya. Women are very active in education, health and social services, and public sector as well as in the hotel and restaurant sectors (Kanter 1997). Women appear to be less inclined or able than men to move

into self-employment, entrepreneurship and tele-working. In many cases, women already have a strong position in the private sector.

2.3 Theoretical Framework

The theoretical framework identified the key influential factors in this thesis, and indicates their interrelationships. The study was guided by socialist feminism theory which explains gender equality in the place of work. The theory provided constructs that are applicable to gender equality in the place of work. The theory was used to explain the causes of gender equality and how those causes can be dealt with in order to get a community that is free of gender equality. The theory acknowledges the inequalities and the power held by different groups and so provides an appropriate model for the study. The theory also promoted policies that are aimed at eliminating gender equality in the place of work.

2.3.1 Socialist Feminism Theory

Proponents of socialist feminist theory argue that class and women's subordination were of equal importance and had to be challenged simultaneously. Their aim was to revise Marxism so as to challenge both male dominance and capitalism. Socialist feminists insisted on the equal importance of the reproduction of children and the production of commodities. Mitchell (1983) argues that there are four interlocking structures to be considered in women's subordination. These are production, reproduction, sexuality and child rearing. Further, she argues that to understand and abolish women subordination, it is essential to examine the process by which gender characteristics are defined and gender equality constructed. Kate (1980) advocates for a holistic approach to the analysis of the woman's situation. In making the recommendation, she examines three areas of concern. These areas of concern are the psychosocial, socio-biological and socio-political. The psychosocial concerns focus on the processes of acquiring masculine and feminine identities. The socio-biological concerns focus not on whether there are biological, psychological or physiological differences between women and men, but on why differences result in a higher value being placed on what men do. The socio-political concerns focus on how subjectivity, or the way people feel about themselves as members of a particular race or class, contribute to the structuring of gender equality, as well as how gender contributes to the

structuring of the political and the economic system. The concern here is the promotion of policies that are aimed at eliminating discrimination of women in community participation.

2.4 Conceptual Framework

Gender places men and masculinity on one hand while women and femininity on the other hand. Men are thought to be in possession of characteristics referred to as agentic (Engle, 1970) such traits are assertiveness, control, forcefulness, independence, leadership, ambition, and dominance. On the other hand, women are traditionally believed to be in possession of rights through their husbands so long as the marriage lasts. The proposed study derives its concept from the Socialist Feminism theory, since a number of factors influence gender inequality, and this fact is emphasized by this theory. The theory provides a chance in the framework to examine socio-cultural factors, education, traditional traits and how they affect gender at the place of work. The interrelated development of gender and the factors influencing gender equality is central to the framework. The actual relationship between gender and gender equality is much more complex therefore the framework will identify the key influential factors in the proposal, and indicate clearly their interrelationships.

Conceptual Framework

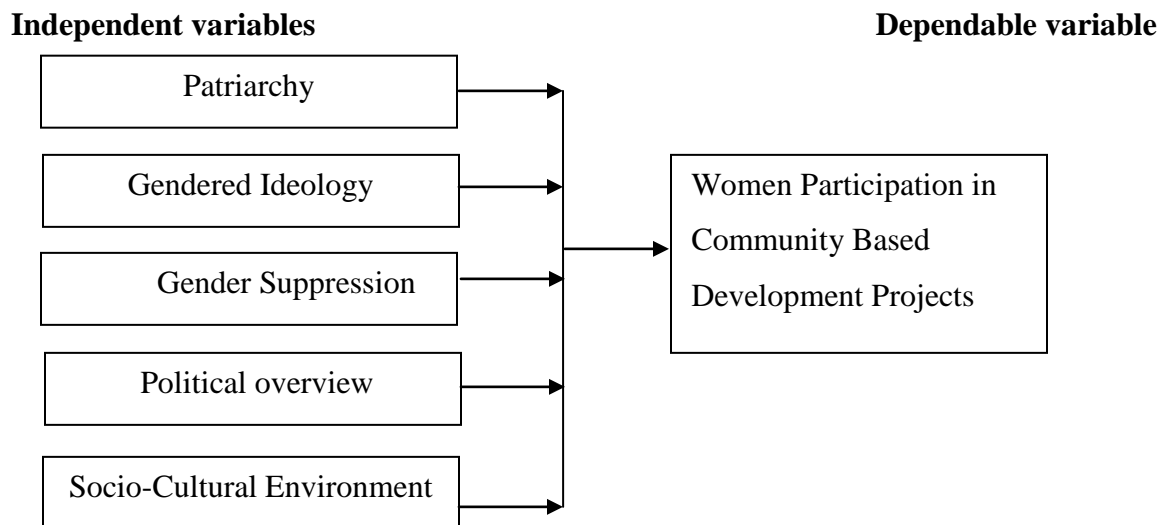


Figure 2.1 Conceptual Framework

The framework illustrates the various variables, were investigated to find out whether there is a relationship between them. Community based development project was a dependent variable while the Factors influencing women participation were independent variable. The community was diverse and consist of different people of different character and personality. The community provides a good environment for people to exercise their right through participation. The community based development projects includes water, health, HIV/AIDS, self help, school development projects among others. The participation of women in these projects will dependent on different factors such as patriachy, gendered ideology, gender suppression, socio-cultural environment. However if it fails to harmonize gender related issues then led to discrimination of women in community based development projects and the community would remain in its current state of gender inequality.

2.10. Summary of Literature

Gender related issues are very critical issues in community development today. Women participation in community development may improve their economic wellbeing (Salt 2010). The main factors affecting women participation in community based development project are patriarchy, gendered ideology, gender suppression, political view and socio-cultural environment ((Karim, 2006; Bogra, 2008; Mead, 2010 and Kanter 1997)

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter presents aspects of the research methodology used in the study. It features the research design, target population, the sample and sampling selection. It also presents data collection instruments, instruments pretesting, validity and reliability. Also included in the chapter are the procedures of data collection, methods of data analysis, operationalization of variable and ethical consideration.

3.2 Research Design

A design is the scheme outline or plan that is used to generate answers to research problems. The study used a case study design. The design was found appropriate because data collected from all levels of staff enabled the researcher to understand the respondents well. The need for a case study arises, for example, from a more general formal survey in which a particular issue emerges as needing more in-depth investigation. The case study findings drew a variety of evidence from documents, interviews, and direct observations. Good case studies were difficult to do and required high level and specialized research skills. They were time consuming and findings were subject to the limitation that were generalizable for the whole population or project area.

3.3 Target Population

The population of the study consisted of 1000 women who were in self help groups and women leaders in Bureti Sub-County.

3.4 Sample Size and Sample Selection

3.4.1 Sample Size

A sample size of 100 women who were in self help groups and women leaders were given questionnaire to fill. This was determined using the 10% formula n/N , where n represents the sample size and N represents a finite population. The importance of this expression was that it gave a researcher the required sampling interval for a given population and a known sample (Gatara, 2010).

3.4.2 Sample Selection

The study identified the various women groups which are active in community development related project. The study employed stratified random sampling techniques which guided how women and their leaders from Bureti Sub-County were to be selected from these women groups. In this, sampling subjects were selected in such a way that the existing sub-groups in the population were more or less reproduced in the sample. The main purpose for using stratified sampling technique was to achieve desired representation from various subgroups in the population. First the researcher sampled the women groups and their leaders. Then the researcher sampled the individual respondents from the sampled women groups and their leaders under study.

3.5 Data Collection Instruments

3.5.1 Data Pretesting

A pre-testing (pilot study) was conducted to validate the instrument. It was sent to four respondents in two batches who were part of the respondents and who were selected on a convenience basis and asked to comment on length, format, general understanding and wording of the scales.

3.5.2 Validity of research instruments

According to Mugenda (2008), validity refers to the accuracy and meaningfulness of influences which are based on research thus enabling the researcher to verify the accuracy of the instruments used. Validity of instrument was determined by the arrangement and relationships to the topic of study. The questionnaire method was good since the researcher was in full control as he/she prepares questions in a standard manner relating to the problem. It was cheaper, saves time, accurate and convenient.

3.5.3 Instruments Reliability

Reliability of an instrument according to Mugenda (2008) is the measure of degree to which a research instrument is achieved by pre-testing the set of questionnaires to the staff, which are not part of the sample size of the actual questionnaires. The method chosen is reliable since standard questions in control of the research can be put in the simplest way possible which make the

respondent feel free to answer the questions as true as possible. The method is reliable and consistent since the questions are of the same standards which bring out objective response.

Operational Definition of Variables

Independent Variable

Objectives	Variable	Indicators	Measure	Scale
The extent which patriarchy influence women participation in community based development projects	patriarchy	Hinders in participation	Know if it influence participation	Interval
the influence of gendered ideology on women participation in community based development projects	Gendered ideology	Inhibits participation	Know if it affects participation of women	Nominal
how gender suppression affects women participation in community based development projects	Gender suppression	Hinders participation	Know if it influences participation	Nominal
how political view affects women participation in community based development projects	Political view	Limits women participation	Know if it affects women participation	ordinal
how socio-cultural environment influence women participation in community based development projects	Socio-cultural environment	Limits participation	Know if it influences women participation	Nominal

3.6 Procedure of Data Collection

The researcher sought permission from the relevant authorities including the National Council for Science and technology. The researcher then visited the division then introduced herself and notifies them of the research intentions. The researcher administered the interview to the individual church members, which include both the literate and semi-illiterate. The respondents was assured of confidential that the information obtained was t o be used for the proposed study only. The information was then collected from the individuals with the purpose of the proposed study only.

3.7 Methods of Data Collection

Data was collected from both primary and secondary sources. Secondary data was obtained from documented sources such as textbooks, journals, internet, presented papers which was used to provide information on the factors affecting women participation in community based development projects.

Primary data was collected using structured questionnaire to get information from mainly women who have formed groups and their leaders. Observations was also used by the researcher. The questionnaire had questions that seeks information on the factors affecting women participation in community based development projects. Detail sought included: demographic characteristics of respondents, the extent to which patriarchy affects women participation in community based development projects, examined gendered ideology and how they affected women participation in community based development projects, determined how gender suppression affects participation in community based development projects, established how women under representation affects women participation in community based development projects and evaluated the effects of socio-cultural environment on women participation in community based development projects.

in Bureti Division, Kericho County.

3.8 Methods of Data Analysis

The questionnaires were collected from the respondents at Bureti Sub-County with the responses that had been captured. After coding, the data was tabulated and presented in frequencies and percentages. The data collected was analyzed using both descriptive and inferential statistics with the aid of specialized Statistical Package for Social Sciences (SPSS).

3.9 Ethical Consideration

In preparation for data collection, the researcher obtained a research permit from the office of National Council for Science and Technology and also from the Government authority in the Sub-County. Permission was also sought from women groups and their leaders.. Confidentiality of the information collected from each individual respondent was strictly observed and respondents were informed of the same through a letter included in the questionnaire.

CHAPTER FOUR

RESULTS AND DISCUSSIONS

4.1 Introduction

This chapter presented the research results and their discussion. The chapter begun with a presentation of the results on the demographic characteristics of respondents, to the extent to which patriarchy influenced women participation in community based development projects, the influenced of gendered ideology on women participation in community based development projects, how gender suppression affected women participation in community based development projects, how women under representation affected women participation in community based development projects and how socio-cultural environment influence women participation in community based development projects in Bureti Sub-County. The discussion focuses on the objectives of the study. The chapter also includes a discussion of the result based on the research objectives and the findings adduced.

4.2 Results

The results of the study were as follows;

4.2.1 Details of the Respondents

In order to achieve the desired responses in the study, it was very important to identify the demographic statistics of the respondents.

4.2.1.1 Age Bracket of the Respondents

Age was a very important variable in influencing the demographic characteristics of the respondent. In Africa age is the most important factor determining the extent of rights and obligation one holds or enjoys. The older members of the society were highly respected and had authority on what was to be done. In this study the community still held to their traditions and culture. The older members of the community commanded a lot of respect and admiration owing to their position in the organisation. The distribution of the respondents according to their ages is presented in Table 4.1

Table 4.1 Age of the Respondent

Age Brackets	Frequency	Percentage
20-30	20	20
31-40	35	35
41-50	30	30
Over 50	15	15
Total	100	100

In table 4.1 the age of all the individuals who were asked questions were as follows; 20-30 years were 20%, 31-40 years were 35%, 41-50 years were 30%, while those above 50 years were 15%. This was as a result of variation in the composition of the people working in any given organization in terms of age.

4.2.1.2 Gender of the Respondents

Gender and work has been a subject of debate among scholars. Gender refers to the socially constructed roles behavior, activities and attributes which a particular society considers appropriate for men and women. In this study area, the societies still observe traditional culture, which is a critical determinant of different issues in the family. Consequently, gender differences play a prominent role in determining several issues. The Table below presents the distribution of respondents by gender.

Table 4.2 Table showing Gender of the Respondents

Gender	Frequency	Percentage
Male	20	20
Female	80	80
Total	100	100

Table 4.2 indicates that generally 53% of the respondents were men, while 47% were females. The gender disparity of the respondents was attributed to the fact that this study was mainly concerned with the women. However there was a need to get some ideas from men who works closely with women especially in women enterprise development.

4.2.1.3 Highest Level of Education

The level of education of a person determines his/her ability to secure employment, the type of occupation and the ability to make life decisions including which organization to work in. Education in most instances improves the ability of a person to critically reason and understand issues. Active involvement in organisation activities depended mainly on the level of education of its workers. The education level of the respondents is presented in table below;

Table 4.3 Education Level of the Respondents

Level of Education	Frequency	Percent
None	5	5
Primary	15	15
Secondary	25	25
Tertiary	30	30
University	20	20
Total	100	100

The table above demonstrates that 5% who had no formal education, 15% had primary education, 25% had secondary education 30% had tertiary education and 20% had university education. The table shows that at least 95% had primary education and above. This suggests that all the respondents had at least basic education and it is assumed that they could make any decision including whether internal auditing was working well or not. The majority of the respondents had tertiary and University education thus they were in a better position to make participate in projects with clear objectives in their mind. The high education levels could be attributed to the values of the community which prioritizes education and the shrinkage of land sizes.

4.2.1.4 Marital Status of the Respondents

The economic and social stability of a community is partly determined by marital status. This is because the level of community wellbeing is reflected in the aggregate levels of socio-economic development of its household. The socio-economic statuses of the households have an effect on the level of development of the entire community. Therefore one's ability to manage, influence and make decisions at the household level will influence his/her position in the society. All these depend on the marital status of the respondents. In most cases married couples and people with family responsibilities are more likely to be engaged in day to day decisions making in their households. Their level of involvement and ability to make choice on what is to be done in an organization will therefore reflect and influence their ability and participation in organization policy making activities. The distribution of the respondents in relation to their marital status is presented in Table 4.4.

Table 4.4 Table showing Marital Status

Marital Status	Frequency	Percentage
Single	20	20
Married	60	60
Widowed	10	10
Divorced/separated	10	10
Total	100	100

From Table 4.4 generally shows that out of all the respondent 20% were singles, 60% were married, 10% were widowed while 10% were divorced or separated with their spouses. These results could be attributed to the variations of respondents in any given community and the society at large.

4.2.2 How Patriarchy Affects Women Participation in Community Based Development Project.

Women participation in development has been hindered or affected by several factors. Patriarchy has been identified as one of the issues hindering women participation not only in community

based development projects but also in other sectors of the society. It was in the interest of this study to find out the extent into which patriarchy affects women participation in community based development projects. The following are the results as presented by the respondents.

Table 4.5 My community have a high regard towards women

Opinion	Frequency	Percentage
Disagree	35	35
Strongly Disagree	30	30
Neutral	5	5
Agree	10	10
Strongly Agree	20	20
Total	100	100

The table above shows that according to this study the respondents had different opinion on whether the community have a high regard towards women. Those who disagreed were 35%, those who strongly disagreed 30%, those who were neutral on this idea were 5%, those who agreed were 10% and those who strongly agreed were 20%. These results can be attributed to the fact that women are perceived to be inferior to men in many aspects rated to development projects.

Table 4.6 Women are Considered in Community Based Development Project

Opinion	Frequency	Percentage
Disagree	30	30
Strongly Disagree	22	22
Neutral	6	6
Agree	30	30
Strongly Agree	12	12
Total	100	100

According to Table 4.6 the respondents had different ideas on as to whether women are considered in community based development project or not. Those who disagreed were 30%, those who strongly disagreed 22%, those who were neutral on this idea were 6%, those who agreed were 30% and those who strongly agreed were 12%. This can be attributed to the level of involvement of women in development projects. This can also be as a result of the women input in community development projects.

Table 4.7 Women are Treated Well in Community Based Development Project

Opinion	Frequency	Percentage
Disagree	25	25
Strongly Disagree	32	32
Neutral	3	3
Agree	24	24
Strongly Agree	16	16
Total	100	100

The results in Table 4.7 indicated that the respondents had different opinion on whether women are treated well in community based development project. Those who strongly disagreed were

25%, those who disagreed 32%, those who were neutral on this idea were 3%, those who agreed were 24% and those who strongly agreed were 16%. These results can be attributed to the treatment which the women receive in relation to involvement in community development project. The following is the distribution of the respondents presented in both the table and the figure.

Table 4.8 Our Community is Gender Biased

Opinion	Frequency	Percentage
Disagree	20	20
Strongly Disagree	24	24
Neutral	4	4
Agree	30	30
Strongly Agree	22	22
Total	100	100

The table above shows that according to this study the respondents had different opinion on whether the community is gender biased. Those who disagreed were 20%, those who strongly disagreed 24%, those who were neutral on this idea were 4%, those who agreed were 30% and those who strongly agreed were 22%. This is as a result of how women are treated as far as development projects are concerned.

4.2.3 Gender Ideology Affects Women Participation in Community Based Development Project

Gender and development has been a contentious and the most debated issue in contemporary society. The advent of gender equality started way back, however gender ideology is still present in current society. Gender ideology that men are suppose to be given an upper hand than women has affected women participation in community based development projects. This study was interested in finding out how gender ideology has affected women participation in community based development projects. The results of the respondents as far as this is concerned are presented below.

Table 4.9 The Women in the Community are Sidelined.

Opinion	Frequency	Percentage
Disagree	10	10
Strongly Disagree	13	13
Neutral	6	6
Agree	40	40
Strongly Agree	36	36
Total	100	100

According to Table 4.9 the respondents had different ideas on whether the women in the community are sidelined. Those who disagreed were 10%, those who strongly disagreed 13%, those who were neutral on this idea were 6%, those who agreed were 40% and those who strongly agreed were 36%. This is as a result of how the women are involved and treated in community development projects.

Table 4.10 Women Ideas are Taken into Consideration.

Opinion	Frequency	Percentage
Disagree	12	12
Strongly Disagree	13	13
Neutral	5	5
Agree	36	36
Strongly Agree	34	34
Total	100	100

The results in Table 4.10 indicated that the respondents had different opinion on whether women ideas are taken into consideration. Those who strongly disagreed were 12%, those who disagreed 13%, those who were neutral on this idea were 5%, those who agreed were 36% and those who strongly agreed were 34%. This is attributed to the fact that women ideas are not sometimes

given the seriousness they deserve. The following is the distribution of the respondents presented in both the table and the figure.

Table 4.11 There Is Gender Insensitivity In The Community

Opinion	Frequency	Percentage
Disagree	14	14
Strongly Disagree	13	13
Neutral	3	3
Agree	42	42
Strongly Agree	28	28
Total	100	100

The table above shows that according to this study the respondents had different opinion on whether there is gender insensitivity in the community. Those who disagreed were 14%, those who strongly disagreed 13%, those who were neutral on this idea were 3%, those who agreed were 42% and those who strongly agreed were 28%. This is as a results of the fact that women are not considered and involved in community development projects.

Table 4.12 There are Women Who Hold Senior Positions in our Community.

Opinion	Frequency	Percentage
Disagree	20	20
Strongly Disagree	23	23
Neutral	4	4
Agree	30	30
Strongly Agree	23	23
Total	100	100

According to Table 4.12 the respondents had different ideas on whether there are women who hold senior positions in our community. Those who disagreed were 20%, those who strongly disagreed 23%, those who were neutral on this idea were 8%, those who agreed were 30% and those who strongly agreed were 23%. These results can be attributed to the fact that women are not given equal chances with men to participate in community development projects.

Table 4.13 Women are treated fairly in our community.

Opinion	Frequency	Percentage
Disagree	13	13
Strongly Disagree	23	23
Neutral	8	8
Agree	36	36
Strongly Agree	20	20
Total	100	100

The results in Table 4.13 indicated that the respondents had different opinion on whether women are treated fairly in our community. Those who strongly disagreed were 13%, those who disagreed 23%, those who were neutral on this idea were 8%, those who agreed were 36% and those who strongly agreed were 20%. This can be attributed to the fact that women are seen as

inferior in comparison to men. The following is the distribution of the respondents presented in both the table and the figure.

4.2.4 Gender suppression and its effects on women participation in community based development project

Gender equality has been the subject in media today. In African tradition society women were suppose to be submissive and were not allowed to challenge men in any aspect. However in the current society some women are more empowered in terms of the resources, skills, experience and even finances. As much as this is concerned, the women still feels that they are suppressed especially in community based development projects. It was in the interest of this study to find out whether gender suppression has affected women participation in community based development projects.

Table 4.14 There is Gender Discrimination in our Community

Opinion	Frequency	Percentage
Disagree	8	8
Strongly Disagree	10	10
Neutral	5	5
Agree	35	35
Strongly Agree	42	42
Total	100	100

The table above shows that according to this study the respondents had different opinion on whether the there is gender discrimination in our community. Those who disagreed were 8%, those who strongly disagreed 10%, those who were neutral on this idea were 5%, those who agreed were 35% and those who strongly agreed were 42%. This can be attributed to the fact that women are not so much considered in community development projects.

Table 4.15 Women are Give Time/ Opportunity to Express Their Views in the Community.

Opinion	Frequency	Percentage
Disagree	20	20
Strongly Disagree	17	17
Neutral	3	3
Agree	33	33
Strongly Agree	27	27
Total	100	100

According to Table 4.15 the respondents had different ideas on whether women are given time/ opportunity to express their views in the community. Those who disagreed were 20%, those who strongly disagreed 17%, those who were neutral on this idea were 3%, those who agreed were 33% and those who strongly agreed were 27%. These results can be attributed to how the women feel about the opportunities they are given in community development projects. This results can also be attributed to the fact that women can influence each other either to support something or reject it. If for instances they found that their ideas are not followed then they can be mobilized others against the project and vice versa.

Table 4.16 Women Feel Suppressed in the Community

Opinion	Frequency	Percentage
Disagree	21	21
Strongly Disagree	11	11
Neutral	6	6
Agree	30	30
Strongly Agree	32	32
Total	100	100

The results in Table 4.16 indicated that the respondents had different opinion on whether Women Feel Suppressed in the Community. Those who strongly disagreed were 21%, those who disagreed 11%, those who were neutral on this idea were 6%, those who agreed were 30% and those who strongly agreed were 32%. This can be attributed to the feelings of the women towards how they are treated in community development projects. The following is the distribution of the respondents in the table form.

Table 4.17 Women get the same support in community as that of men

Opinion	Frequency	Percentage
Disagree	42	42
Strongly Disagree	38	38
Neutral	4	4
Agree	6	6
Strongly Agree	10	10
Total	100	100

The table above shows that according to this study the respondents had different opinion on whether Women get the same support in community as that of men. Those who disagreed were 42%, those who strongly disagreed 38%, those who were neutral on this idea were 4%, those who agreed were 6% and those who strongly agreed were 10%. The results is attributed to the perception of women in relation to how they are treated in community development projects.

4.2.5 Political attitude and its Effects on Women Participation Community Based Development Project

Women have faced enormous challenge especially in politics. However the politicians are only interested in women votes but not on their wellbeing. The women who seek elective posts during election undergo a lot of pain and unpleasant experience especially during the campaigns. They

are abused and sidelined because of their gender. However there are several women who have weathered that and they are now the role models especially to young and aspiring women politicians. This study was interested in finding out the political view and its effects on women participation as far as community based projects are concerned.

Table 4.18 The Political Class Consider Women Participation in Development

Opinion	Frequency	Percentage
Disagree	12	12
Strongly Disagree	16	16
Neutral	4	4
Agree	35	35
Strongly Agree	29	29
Total	100	100

According to Table 4.18 the respondents had different ideas on whether the Political Class Consider Women Participation in Development. Those who disagreed were 12%, those who strongly disagreed 16%, those who were neutral on this idea were 4%, those who agreed were 35% and those who strongly agreed were 29%. The results can be due to the fact that women have been considered politically through the current constitution which created a women representative in each county.

Table 4.19 The Women are Considered Equally With Men Politically

Opinion	Frequency	Percentage
Disagree	30	30
Strongly Disagree	30	30
Neutral	5	5
Agree	10	10
Strongly Agree	15	15
Total	100	100

The results in Table 4.19 indicated that the respondents had different opinion on whether the women are considered equally with men politically. Those who strongly disagreed were 30%, those who disagreed 30%, those who were neutral on this idea were 5%, those who agreed were 10% and those who strongly agreed were 15%. These results are attributed to the fact that men are given an upper hand in political than women.

Table 4.20 Women are able Politicians if Given a Chance

Opinion	Frequency	Percentage
Disagree	18	18
Strongly Disagree	24	24
Neutral	6	6
Agree	32	32
Strongly Agree	20	20
Total	100	100

The table above shows that according to this study the respondents had different opinion on whether the women are able politicians if given a chance. Those who disagreed were 18%, those who strongly disagreed 24%, those who were neutral on this idea were 6%, those who agreed were 32% and those who strongly agreed were 20%.. It can be concluded that this results might be attributed to the fact that majority of political leaders are men and there is a need to given women chances too

Table 4.21 Gender Disparity in Politics is Discouraging Women to be Involved in Community Development.

Opinion	Frequency	Percentage
Disagree	20	20
Strongly Disagree	18	18
Neutral	3	3
Agree	34	34
Strongly Agree	25	25
Total	100	100

According to Table 4.21 the respondents had different ideas on whether gender disparity in politics is discouraging women to be involved in community development. . Those who disagreed were 20%, those who strongly disagreed 18%, those who were neutral on this idea were 3%, those who agreed were 34% and those who strongly agreed were 25%. These results is attributed to the fact that women are not given the same attention in comparison to men as much as men.

4.2.6 Effects of Socio-Cultural Environment on Women Participation Community Based Development Project

In African traditional society, women were expected to be inferior to men in almost everything. Women were suppose to stay at home so as to bear and take care of the children, wash clothes, prepare meals for both the husband and the children. The women were not allowed to work outside their homes so that they can devote their attention to children and family matters. However in current society things have considerably change and women are even more empowered by the current constitution which has given them representation in every county. This study sought to determine the effects of socio-cultural environment on women participation in community based development projects.

Table 4.22 Culture has Influenced Negatively Women Participation in the Community

Opinion	Frequency	Percentage
Disagree	16	16
Strongly Disagree	12	12
Neutral	8	8
Agree	35	35
Strongly Agree	29	29
Total	100	100

The results in Table 4.22 indicated that the respondents had different opinion on whether culture has influenced negatively women participation in the community. . Those who strongly disagreed were 16%, those who disagreed 12%, those who were neutral on this idea were 8%, those who agreed were 35% and those who strongly agreed were 29%. The results above may be attributed to the fact that the culture has not be encouraging women to participate in community development projects. The following is the distribution of the respondents presented.

Table 4.23 Social Orientation of the Community has Affected Women Participation in Community Project.

Opinion	Frequency	Percentage
Disagree	14	14
Strongly Disagree	20	20
Neutral	6	6
Agree	40	40
Strongly Agree	20	20
Total	100	100

The result in Table 4.23 acknowledges that the respondents had different views on whether social orientation of the community has affected women participation in community project. Those who strongly disagreed were 14%, those who disagreed 20%, those who were neutral on this idea were 6%, those who agreed were 40% and those who strongly agreed were 20%. The results can be attributed to the social orientation that women are homemakers.

Table 4.24 The Environment Favors Women Participation in Community Based Development Projects.

Opinion	Frequency	Percentage
Disagree	34	34
Strongly Disagree	32	32
Neutral	4	4
Agree	12	12
Strongly Agree	18	18
Total	100	100

The results in Table 4.24 shows that the respondents had different ideas on whether the environment favors women participation in community based development projects. Those who disagreed were 34%, those who strongly disagreed 32%, those who were neutral on this idea were 4%, those who agreed were 12% and those who strongly agreed were 18%. This can be as a result of the harsh environment in which the women operates on which hinders their participation.

Table 4.25 Gender Disparity is Affecting Women Participation in Community Based Development Projects.

Opinion	Frequency	Percentage
Disagree	18	18
Strongly Disagree	16	16
Neutral	5	5
Agree	31	31
Strongly Agree	30	30
Total	100	100

The table above shows that according to this study the respondents had different opinion on whether gender disparity is affecting women participation in community based development

projects. Those who disagreed were 18%, those who strongly disagreed 16%, those who were neutral on this idea were 5%, those who agreed were 31% and those who strongly agreed were 30%. This results is attributed to the fact that women are not given chance to participate in community development project.

4.3 Discussion

The discussion of the results of the study were as follows;

4.3.1 How Patriarchy Influenced Women Participation in Community Based Development Project.

It was in the interest of this study to investigate how patriarchy affects women participation in community based development project. This was brought out in this study where the respondents were asked whether their community have a high regard towards women . In response to this question the majority of the respondents (65%) according to Table 4.5 indicated that indeed the community does not have a high regard towards women This in line with the results of the study(Halim, 1995; Jahan, 1994) who noted that patriarchal (conservative) is dominant in rural community, and is believed to be the root of patriarchal social structure in the country which hinders women from participating in community development related activities.

This study further establishes that 52% of all the respondents disagreed to the fact that the women are considered in community based development project. These results might have been due to the fact that the women in most cases are busy in relation to family matters and also in ensuring that they sustain their families. Also this can be as a result of the fact that women are sidelined in many issues not only in the community but also in other places such as work place. This is in support of what Whitehead (1999) argues that men appear taller than women and they are the voice of authority on 80% of elevation commercials and thus not considering women.

Still 57% of all the respondents pointed that women are not treated well in community based development project. This is above average and it seems that as much as much has been done in relation to removing discrimination against women, the women are still not treated as they are suppose to. The variations in rating are attributed to differences on how the respondents perceive

issues on how the women are treated in the community. It also might be due to the perception of the respondents towards how the men talk about women in general sense and also how they treat them when they are undertaking a project. This supported the notion put across by Whitehead (1999) who reveals that girls are socialized for powerlessness. His analysis used evidence from adolescent girl's self-esteem and their adoption of interaction styles that diminish their interpersonal influence. Also this means that girls are made to internalize their subordinate positions and this is transferred to the workplace (Anselmi and Law, 1998).

It is evident further from this study that the community is gender biased according to the respondents. This is because 52% of the respondents attested to this fact while 44% refuted it. This result might be as a result of what the respondents have been observing on how women are treated in the community. This is an indication that the gender stakeholders need to do much to ensure that the people in the community are not biased as far as gender issues are concerned. This corroborates what Randall(1987) noted that most men support women entering labour force but they are not willing to modify their gender roles to help them (Randall, 1987).

4.3.2 Gender Ideology Affects Women Participation in Community Based Development Project

This study further noted that the women in the community are sidelined. This idea was supported by 76% of the respondents while 23% refuted it. This result might be as a result of what the respondents have been observing especially when they are undertaking a community development project. In most cases when there is a problem in a project it is only men who will be called upon to solve it while women are not involved at all. This is contrary to what noted that Initial study indicates that their husband's liberal gender ideology promoted women's active economic development projects in the community, which in turn improved their status as household co-breadwinner.

Still most of the respondents (70%) from the community under study acknowledge the fact that women ideas are taken into consideration. These results might be attributed to the fact that women are becoming more enlightened and they bring ideas which are very useful to the

community projects. This can also be as a result of the fact that the constitution has supported women to be in the forefront in community projects and more so decision making.

The findings of this study generally reveal that there is gender insensitivity in the community. To support this fact 70% of all the respondents were supportive about the issue under study while 27% disagreed with this fact. This support the idea that the husband is also expected to be the guardian of his wife, while the wife is expected to obey her husband (Karim, 2006). This has affected the participation of women in participation in the community. The results might be attributed to the fact that men are not very supportive to women when they are in leadership because of superiority complex they have. This has sometimes made them to oppose any leadership of women especially in community projects.

The findings of this study suggested that atleast 53% of all the respondents were in agreement with the fact that there are women who hold senior positions in our community compared to 43% who disagreed. This is in contrary to what Anselmi and Law (1998) noted that girls are made to internalize their subordinate positions and this is transferred to the workplace. This can be as a results of the fact that women are now more empowered and they have taken their time to study so as to climb up in the job ladder.

Besides the respondents accepting the fact that there are women who hold senior positions in our community. The study reveals that women are treated fairly in the community. This was supported by 56% of the respondents compared to 36% who disagreed. These responses are as a result of the interaction which the respondents have made with the others in relation to how women are treated. This is in line with the study of Bograd (2008) which argues that, it is not uncommon for managers to promote their organisations as places in which all employees are treated equally, regardless of gender (Such statements or organisational beliefs avoid having to address the “messiness” of acknowledging gender relations and broader issues of diversity.

4.3.3 Gender suppression and its effects on women participation community based development project

This study was interested in finding out Gender suppression and its effects on women participation community based development project. This prompted the researcher to ask the

respondent whether there is gender discrimination in the community. When the respondents were asked as this question, 77% agreed while 18% disagreed. This is in line with the conclusion of (Shaw and Penney, 2003) that gender suppression was evident in management practice because managers showed their awareness of gender relations in addressing the question of equal participation. Conversely, where the organization is fully committed to enhancing the removing gender suppression, the community will respond to their organization commitment and they will try their best to practice what their organization emphasizes and professes. These results are attributed to the fact that gender disparity and suppression is present in contemporary society despite the efforts which gender equality stakeholders have put in place.

The study sought to establish whether women are given time/ opportunity to express their views in the community. Through this study the results indicated that 60% of all the respondents agreed with this fact in comparison with 37% who disagreed with this fact. This supports the study by (Ely and Meyerson, 2000) who acknowledged that Despite the potential strength of gender suppression discourses to disempower women and some men in organisations, it may be undermined by critical organisational research given the potential of this approach to “continuously identify and disrupt oppressively gendered social practices” . These results can be attributed to the fact that the constitution gives every citizen a right to be heard and to speak.

In relation to whether the women feel suppressed in the community, at least majority of the respondents (62%) were optimistic they are suppressed in comparison to 3% who disagreed. This corroborate the study by (Mead 2010) which suggested that gender suppression is evident when “there is resistance to taking gender seriously” and there is a degree of intent in gender suppression, not just naiveté or ignorance. Also the husband's gender ideology may influence the levels of women's participation in community based development projects (Schuler et al., 2008). This means that the husband can either allows her wife to participate or hinder her from participation. These results are attributed to the true picture which exists in every community as far as women participation in community development projects are concerned.

It is evident from this study that the majority of the respondents (80%) refuted the fact that women get the same support in community as that of men in comparison to 16% who refuted this

fact. This supports the study by (Coleridge 2003) which noted that African woman is expected to always lower her gaze when talking to men. Such cultural conditioning has implications for women. This means that a woman in the community cannot compete equally with a man. This is a great setback in removing gender disparity in the community. These results can be attributed to the fact that men get much support over women when it comes to participation in projects than women.

4.3.4 Political attitudes and its Effects on Women Participation Community Based Development Project

The respondents were asked whether the political class consider women participation in development in order to check the effects of political overview on women participation in community based development projects. In responses to this question 64% of the respondents disagreed while 28% agreed. This is contrary to the study by (Halim, 1995; Jahan, 1994) which observes that Patriarchal (conservative) is dominant in rural community, and is believed to be the root of patriarchal social structure in the country which hinders women from participating in community development related activities. The results can be attributed to the fact that the constitution has given power to women. Also this can be attributed to the fact that the community people sometimes feels that women are not corrupt as majority of men in terms of utilizing the public resources.

Majority of the respondents (60%) disagreed with the fact the women are considered equally with men politically while 25% supported this fact. This is results raises an alarm in that gender equality has been enshrined in the constitution and it seems that much need to be done to ensure that women are considered equally with men as far as politics are concerned.. The variations in rating are attributed to how things are in the real life situation especially in rural community. It also might be due to the perception of the respondents towards how women are treated especially when they seek for political seats. This is contrary to the notion put across by Mead (2010) that with the introduction of democratic elections, the number of women in national parliaments has been decreasing constantly in Kenya. The results reveal further that if it was not for the creation of women representative seat then the number of women could have been minimal compared to now.

From this study it is evident that 52% of all the respondents acknowledged that women are able politicians if given a chance compared to 42% who refuted this fact. This might be attributed to the performance of women who are nominated to political position. Also it can be due to the differences between what men do and also what women do when they are given leadership opportunity. This is an indication that the community is sifting the paradigm from the tradition way of doing things to the current way of doing things.

Still a number of the respondents (59%) from the community under study acknowledges the gender disparity in politics is discouraging women to be involved in community development while 38% disagreed. These results support the what (Omar and Davidson, 2001) pointed that in line with the increasing role that women play in the economy, more women globally are pursuing careers in management. These results can be attributed to the fact women are discriminated because of their gender and that has hindered their participation in community development projects

4.3.5 Effects of Socio-Cultural Environment on Women Participation Community

The findings of this study generally reveal that the culture has influenced negatively women participation in the community. To support this fact 64% of all the respondents agreed to the issue under study while 28% disagreed. This support the idea that the cultural socialization does not encourage women to participate in politics and leadership, though this trend seems to be changing. Culturally, politics and leadership has, for a long time, been viewed as the domain of men (Chant 2007). The results might be attributed to the fact that the culture expects the women to support the husband and the family. These results might also be attributed to the fact that the socialization of women from an early age is that of subordinate to the husband and women.

The findings of this study suggested that at least 60% of all the respondents were in agreement with the fact that social orientation of the community has affected women participation in community project. This is in line with what Maccionis (1991) noted that females are portrayed as passive while men are portrayed as active leaders and people who pursue adventure. This is

as a result of what happens in the real life situation. Further this results pointed what majority of women are experiencing when they want to engage in community based projects.

Despite the respondents accepting the fact that social orientation of the community has affected women participation in community project table 4.24 shows that 66% of all the respondents refuted the fact that environment favors women participation in community based development projects while 30% agreed. These responses are as a result of the interaction which the respondents have made with the environment as far as women participation is development is concerned. This is in line with the study of (Wikinson 2006) which argues that the most favourably, the studies on women in management in the Africa world deal with the existence of barriers to careers for women, with eight articles writing on such topics. It seems that the respondents have interacted with the environment and they are aware of how it hinders women from participating in community based development projects.

Finally, it is evident from this study that 61% of the respondents attested to the fact that gender disparity is affecting women participation in community based development projects in comparison to 34% who disagreed with this fact. This might be attributed to the level of knowledge which the respondents have in relation to what hinders women from participating in community based development projects. This is in support of what Metcalfe (2006) noted that that while segregation policies are not “official”, they do place restrictions on deployment and ultimately on training and promotion opportunities for women.

CHAPTER FIVE

5.0 SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

The following chapter presented a summary of the study findings, conclusions and recommendations drawn from the study. The study sought to examine factors affecting women participation in community based development projects. This general objective was guided by the following specific objectives;

- To establish the extent which patriarchy influence women participation in community based development projects in Bureti Sub-County
- To examine the influence of gendered ideology on women participation in community based development projects in Bureti Sub-County
- To determine how gender suppression affects women participation in community based development projects in Bureti Sub-County
- To establish how political attitude influence women participation in community based development projects in Bureti Sub-County
- To evaluate how socio-cultural environment influence women participation in community based development projects in Bureti Sub-County.

In this study both the primary and secondary data were used to examine factors affecting women participation in community based development projects. Primary data were collected using structured questionnaire which asked the respondents questions related to factors affecting women participation in community based development projects. A sample of 100 women and women leaders was drawn from the community. The secondary data were collected from documented information about the factors affecting women participation in community based development projects.

5.2 Summary of the Findings

Based on the study objectives and data analysis, the following is the summary of the major research findings.

5.2.1 How Patriarchy Affects Women Participation in Community Based Development

Project.

According to this study, the community does not have a high regard towards women. In response to this question the majority of the respondents (65%) indicated that indeed the community does not have a high regard towards women. This study further establishes that 52% of all the respondents disagreed to the fact that the women are considered in community based development project. Still 57% of all the respondents pointed that women are not treated well in community based development project. It is evident further from this study that the community is gender biased according to the respondents. This is because 52% of the respondents attested to this fact while 44% refuted it.

5.2.2 Gender Ideology Affects Women Participation in Community Based Development

Project

This study further noted that the women in the community are sidelined. This idea was supported by 76% of the respondents while 23% refuted it. Still most of the respondents (70%) from the community under study acknowledge the fact that women ideas are taken into consideration. The findings of this study generally reveal that there is gender insensitivity in the community. To support this fact 70% of all the respondents were supportive about the issue under study while 27% disagreed with this fact.

The findings of this study suggested that at least 53% of all the respondents were in agreement with the fact that there are women who hold senior positions in our community compared to 43% who disagreed. The study reveals that women are treated fairly in the community. This was supported by 56% of the respondents compared to 36% who disagreed.

5.2.3 Gender suppression and its effects on women participation community based development project

This study confirms that there is gender discrimination in the community. This is because when the respondents were asked as this question, 77% agreed while 18% disagreed. The study sought to establish whether women are given time/ opportunity to express their views in the community. Through this study the results indicated that 60% of all the respondents agreed with this fact in comparison with 37% who disagreed with this fact.

In relation to whether the women feel suppressed in the community, at least majority of the respondents (62%) were optimistic they are suppressed in comparison to 3% who disagreed. It is evident from this study that the majority of the respondents (80%) refuted the fact that women get the same support in community as that of men in comparison to 16% who refuted this fact.

5.2.4 Political attitude and its Effects on Women Participation Community Based Development Project

The respondents were asked whether the political class consider women participation in development in order to check the effects of political overview on women participation in community based development projects. In responses to this question 64% of the respondents disagreed while 28% agreed. Majority of the respondents (60%) disagreed with the fact the women are considered equally with men politically while 25% supported this fact.

From this study it is evident that 52% of all the respondents acknowledged that women are able politicians if given a chance compared to 42% who refuted this fact. Still a number of the respondents (59%) from the community under study acknowledge that gender disparity in politics is discouraging women to be involved in community development while 38% disagreed.

5.2.5 Effects of Socio-Cultural Environment on Women Participation Community

The findings of this study generally reveal that the culture has influenced negatively women participation in the community. To support this fact 64% of all the respondents agreed to the issue under study while 28% disagreed. The findings of this study suggested that at least 60% of

all the respondents were in agreement with the fact that social orientation of the community has affected women participation in community project.

The respondents noted that social orientation of the community has not affected women participation in community project table 4.24 shows that 66% of all the respondents refuted the fact that environment favors women participation in community based development projects while 30% agreed. Finally, it is evident from this study that 61% of the respondents attested to the fact that gender disparity is affecting women participation in community based development projects in comparison to 34% who disagreed with this fact.

5.3 Conclusions

The study was aimed at examining factors affecting women participation in community based development projects. This was useful in understanding the extent into which different factors affects women participation in community based development projects. The concerned agencies including the government, donors, Non Governmental Organizations and Gender equality practitioners could use such information to enhance gender participation in community development projects. The Government can also come up policy which can curb gender inequality and discrimination related issues. Based on the summary of the major findings, the study makes the following theoretical conclusions.

5.3.1 Theoretical Conclusions

The study was premised on socialist feminist theory argue that class and women's subordination were of equal importance and had to be challenged simultaneously. . According to this theory, Mitchell (1983) argues that there are four interlocking structures to be considered in women's subordination. These are production, reproduction, sexuality and child rearing. Further, she argues that to understand and abolish women subordination, it is essential to examine the process by which gender characteristics are defined and gender equality constructed.

Socialist feminist theory is based on the premises that there should be equal importance of the reproduction of children, the production of commodities and even participation in community development projects. It also assumes that women are discriminated against and that it why they

don't have much say as much as community development projects are concerned. This theory was also appropriate in examining factors affecting women participation in community based development projects.

In fact, researchers have underscored the importance of women participation as a core component in community development projects. This theory stipulates that the women are supposed to participate in development projects equally with men. This is very important since women are the majority and considering their number they can be able to mobilize resources which can assist in community projects.

The study findings revealed that the community does not have a high regard towards women. This study further establishes the fact that the women are considered in community based development project. The study also noted that women are not treated well in community based development project. It is evident further from this study that the community is gender biased according to the respondents.

These study findings further noted that the women in the community are sidelined. This is support of social feminist theory which argue that class and women's subordination were of equal importance and had to be challenged simultaneously (Mitchell 1983). Further, community under study acknowledge the fact that women ideas are taken into consideration. The findings of this study suggested that there are women who hold senior positions in the community. These results went against social feminist theory which advocated that women have been sidelined in many aspects. The study reveals that women are treated fairly in the community.

This study confirms that there is gender discrimination in the community. The study establishes also that women are given time/ opportunity to express their views in the community. According to this study as much as women are given chance to express their views, the women still feel suppressed in the community and also they don't get the same support in community as that of men. This concurs with social feminist theory by Kate (1980) which advocates for a holistic approach to the analysis of the woman's situation.

The study reveals that the political class does not consider women participation in development in order to check the effects of political overview on women participation in community based development projects. According to this study women are not considered equally with men politically. From this study it is evident that women are able politicians if given a chance. This study acknowledges that gender disparity in politics is discouraging women to be involved in community development.

The findings of this study generally reveal that the culture has influenced negatively women participation in the community. The findings of this study further suggested that social orientation of the community has not affected women participation in community project Further the study indicate that environment does not favors women participation in community based development projects. Finally, it is evident from this study that gender disparity is affecting women participation in community based development projects.

5.3.2 Empirical Conclusions

The problem facing women participation in community based development projects can be eliminated if both the community and Government are keen on implementing following the practices laid down. The community under study is involved in the lives of the people like other organizations. The fact that the community does not have a high regard towards women is a worrying experience because the constitution is clear that all individual should be respected and considered.

This study found out that the women are considered in community based development project. This is a laudable fact which needs to be emulated not only by other communities but also by organization. The revelation that women are not treated well in community based development project and also that the community is gender biased is in the wrong direction which needs to be addressed by the Government and gender equality stakeholder.

According to the results of this study the women in the community are sidelined. This can be disturbing to note that women are sidelined in contemporary society. However at the same time women ideas are taken into consideration, they are treated fairly in the community and hold

senior positions in the community. This is then a step towards the right direction which needs to be emulated by other community.

The study further reveals that the political class does not consider women participation in development, women are not considered equally with men politically and disparity in politics is discouraging women to be involved in community development. The study generally reveals that culture, environment and gender disparity does not favor women participation in community based development projects. As much as this is concerned those responsible in addressing gender disparity need to enact policies to curb and stop this trend.

5.4 Recommendation

In view of the above conclusions, this study makes the following recommendation relating to policies programs and future research regarding examining factors affecting women participation in community based development projects. Since the community under study does not have a high regard towards women and that women are not treated well in community based development project and also that the community is gender biased should be addressed by all the concerned stakeholders. The fact also that this study concluded that women in the community are sidelined needs to be tackled well. Also it is recommended that strict penalties should face any person propagating such issues.

The study conclusion that women are considered in community based development project, they are treated fairly in the community and hold senior positions in the community need to be commented and other communities to be encouraged to emulate the community under study. The results of the study shows that majority of respondents reveals that the political class does not consider women participation in development, women are not considered equally with men politically and disparity in politics is discouraging women to be involved in community development.

The study further reveals that culture, environment and gender disparity does not favor women participation in community based development projects. Therefore the Central Government, County Governments and donors should educate the locals on the need to respect women and

give them equal opportunities to serve in different capacities. The policy challenge is for the Government to put in place policies which will encourage or the organizations to undertake gender related issues seriously and educate the locals on gender equality especially in participating in community based development projects.

5.4.2 Areas for Further Research

The subject of women participation in community based development project has attracted limited research attention especially in the study area.

Furthermore there is need to compare community based development project which women are participating and the one which they don't participate. This will show whether there is variation between these two groups as far as project management is concerned.

Another area where there is limited research is on the role of women during project implementation.

Another area which need to be studied further is the advantages of women participating in community based development project.

REFERENCES

- Abd El-Latif, H. (1988), "Education, women's work, and economic development in Egypt", *Journal of the Social Sciences*, Vol. 16 No. 3, pp. 119-37.
- Abdalla, I. (1996), "Attitudes towards women in the Arabian Gulf region", *Women in Management Review*, Vol. 11 No. 1, pp. 29-39.
- Adebowale, A. (1994), "The glass ceiling: women and mentoring in management and business", *Employee Counseling Today*, Vol. 6 No. 1, pp. 21-30.
- Adler, N. and Izraeli, D. (2004), *Competitive Frontiers: Women Managers in a Global Economy*, Blackwell Business, Cambridge, MA.
- Agarwal, B. (2001), "Participatory exclusions, community forestry, and gender: an analysis for south Asia and a conceptual framework", *World Development*, Vol. 29 No.10, pp.1623-48.
- Ahmed, S.M., Chowdhury, M., Bhuiya, A. (2001), "Microcredit and emotional well-being: experience of poor rural women from Matlab, Bangladesh", *World Development*, Vol. 29 No.11, pp.1957-66.
- Alajmi, A. (2001), "Factors that support Arab Muslim women in their career roles", PhD dissertation, University of Pittsburgh, Pittsburgh, PA.
- Al-Lamki, S.M. (1999), "Paradigm shift: a perspective on Omani woman in management in the Sultanate of Oman", *Advancing Women in Leadership*, Vol. 5, pp. 1-18.
- Alvesson, M. and Billing, Y.D. (1997), *Understanding Gender and Organizations*, Sage, London.
- Alvesson, M., Willmott H.D. (2002), *Understanding Gender and Organizations*, Sage, London,
- Anderson, K.L. (2007), "Gender, status, and domestic violence: an integration of feminist and family violence approaches", *Journal of Marriage and the Family*, Vol. 59 No.3, pp.655-69.
- Askar, A. and Ahmad, M. (2003), "Attitudes toward women occupying supervisory positions at various work organizations in Kuwaiti society", *Journal of the Social Sciences*, Vol. 31 No. 4, pp. 857-79.
- Baden, S., Green, C., Goetz, A.M., Guhathakurta, M. (2004), *Background Report on Gender Issues in Bangladesh*, Institute of Development Studies, Brighton, No. 26, Beirut, Beirut, Lebanon.

- Bograd, M. (2008), "Feminist perspectives on wife abuse: an introduction", in Yllö, K., Bograd, M. (Eds), *Feminist Perspectives on Wife Abuse*, Sage, Newbury Park, CA, pp.11-26.
- Collinson, D. (2002), "Naming men as men: implications for work, organization, and management", *Gender, Work, and Organization*, Vol. 1 No.1, pp.2-22.
- Cordano, M., Scherer, R. and Owen, C. (2002), "Attitudes toward women as managers: sex versus culture", *Women in Management Review*, Vol. 17 No. 2, pp. 51-60.
- Dobash, R.P., Dobash, R.E. (1999), *Violence Against Wives: A Case Against the Patriarchy*, The Free Press, New York, NY,
- Eid, F. (2002), "Daunting hurdles slow career progress of Lebanese women", *Khaleej Times*, available at: www.khaleejtimes.co.ae/ktarchive/100502/editor.htm (accessed May 2004).
- Ely, R.J., Meyerson, D.E. (2000), "Theories of gender in organizations: a new approach to organizational analysis and change", *Research in Organizational Behaviour*, Vol. 22 pp.103-51.
- Engle, (1970) *Origin of the family, property and state* International Publishers, New York.
- Frank, E. (2001), "Chinese students' perceptions of women in management: will it be easier?", *Women in Management Review*, Vol. 16 No. 7, pp. 316-24.
- Gary, N. P. (1999). *A handbook of Gender and work*, Sage Publication Inc. USA, California
- Goetz, A.M., Gupta, R.S. (2006), "Who takes the credit? Gender, power, and control over loan use in rural credit programs in Bangladesh", *World Development*, Vol. 24 No.1, pp.45-63.
- Halim, M.A. (1995), *Women's Crisis Within Family in Bangladesh*, The Bangladesh Society for the Enforcement of Human Rights, Dhaka, .
- Hammoud, R.S. (2003), "The role of women in higher education management in the Arab region", *Women in Higher Education Management*, UNESCO, Paris, pp. 31-49.
- Haque, M.M., Kusakabe, K. (2005), "Retrenched men workers in Bangladesh – a crisis of masculinity", *Gender, Technology and Development*, Vol. 9 No.2, pp.185-208.
- Hossain, F. (2002), "Small loans, big claims", *Foreign Policy*, Vol. 132 pp.79-82.
- ILO (2002), "Breaking through the glass ceiling: women in management – summary", International Labor Organization, available at: www.ilo.org/public/english/dialogue/

- Jahan, R. (1994), *Hidden Danger: Women and Family Violence in Bangladesh*, Women for Women, Dhaka, .
- Jamali, D., Sidani, Y. and Safieddine, A. (2005), "Constraints facing working women in Lebanon: an insider view", *Women in Management Review*, Vol.20 No.8, pp. 581-94.
- Kabeer, N. (2001), "Conflicts over credit: re-evaluating the empowerment potential of loans to women in rural Bangladesh", *World Development*, Vol. 29 No.1, pp.63-84.
- Kanter, R.M. (1997), *Men and Women of the Corporation*, Basil Books, New York, NY.
- Karim, K.M.R. (2006), "Gendered social institutions and the management of underground irrigation water resources in a Bangladeshi village", *Gender, Technology and Development*, Vol. 10 No.1, pp.13-36.
- Karmi, G. (2006), "Women, Islam and patriarchy", in Yamani, M. (Ed.), *Feminism & Islam*, New York University Press, New York, NY, pp. 69-85.
- Kazemi, F. (2000), "Gender, Islam and politics", *Social Research*, Vol. 67 No. 2, pp. 22-34.
- Kibwana, K. and N. Kabeberi (1992). *A study of the Implementation of the United Nations Convention on the Elimination of all forms of discrimination Against Women in Kenya*, Faculty of Law, University of Nairobi
- Knights, D., Kerfoot, D. (2004), "Between representations and subjectivity: gender binaries and the politics of organizational transformation", *Gender, Work and Organization*, Vol. 11 No.4, pp.430-54.
- Labaki, H.N. (1997), "Perceived acceptance of women business leaders in Lebanon", *An Kuwaiti women employees in the public sector*, *Women in Management Review*, Vol. 17 No. 6, pp. 245-61.
- Lahtinen, H. and Wilson, F. (1994), "Women and power in organizations", *Executive Development*, Vol. 7 No. 3, pp. 16-23.
- Li, L. and Leung, W. (2001), "Women managers in Asian hotels: profile and career challenges", *International Journal of Contemporary Hospitality Management*, Vol. 13 No. 4, pp. 189-96.
- Mahjabeen, R. (2008), "Microfinancing in Bangladesh: impact on households, consumption and welfare", *Journal of Policy Modeling*, Vol. 30 No.6, pp.1083-92.
- Manya (2000). *Equal opportunities Gender means to increase the number of female senior Managers and decision makers at the University of Nairobi*, MA dissertation – London Institute of Education, University of London

- McElwee, G. and Al-Riyami, R. (2003), "Women entrepreneurs in Oman: some barriers to success", *Career Development International*, Vol. 8 No. 7, pp. 339-46.
- Meade, J. (2010), *An Examination of the Microcredit Movement*, available at: www.connexions.org/CxLibrary/Docs/CX6992-MeadeMicrobank.htm (accessed 11 July).
- Mensch, S., Ibrahim, B., Lee, S. and El-Gibaly, O. (2003), "Gender-role attitudes among Egyptian adolescents", *Studies in Family Planning*, Vol. 34, pp. 8-18.
- Metcalfe, B.D. (2006), "Exploring cultural dimensions of gender and management in the Middle East", *Thunderbird International Business Review*, Vol. 18 No. 1, pp. 93-107.
- Metle, M.K. (2002), "The influence of traditional culture on attitudes towards work among Kuwaiti women employees in the public sector", *Women in Management Review*, Vol. 17 No. 6, pp. 245-61.
- Metz, I. (2003), "Organizational links to women's advancement in management in banks", *Women in Management Review*, Vol. 18 No. 5, pp. 236-51.
- Mitchel, R.E (1983). Stress, coping and depression among married couples *Journal of Abnormal psychology*, 92,433 – 418.
- Moghadam, V. (1992), "Women, employment and social change in the Middle East and North Africa", in Kahne, H. and Giele, J. (Eds), *Women's Work and Women's Lives: The Continuing Struggle Worldwide*, Westview Press, Boulder, pp. 87-116.
- Mostafa, M. (2003), "Attitudes towards women who work in Egypt", *Women in Management Review*, Vol. 18 No. 5, pp. 252-66.
- Neal, M., Finlay, J. and Tansey, R. (2005), "My father knows the minister. A comparative study of Arab women's attitudes towards leadership authority", *Women in Management Review*, Vol. 20 No. 7, pp. 478-97.
- Nuwagaba, (2001). Situation analysis of women in the Ugandan political Economy, East Africa *Social Science Research Review*, Vol. XVII.NO.1, pp15 – 29.
- Omar, A. and Davidson, M.J. (2001), "Woman in management: a comparative cross-cultural overview", *Cross Cultural Management*, Vol. 8 Nos 3/4, pp. 35-67.
- Papola, T.S. (1993), "Employment of women in South Asian countries", *Indian Journal of Labour Economics*, Vol. 36 pp.48-56.
- Powell, G.N. and Graves, L. (2003), *Women and Men in Management*, Sage, Thousand Oaks, CA.

- Republic of Kenya (2009). National Poverty Eradication Plan 2009-2015, Government Printers, Nairobi.
- Riseborough, M. (1998), "Regeneration and the curious tale of gender blindness", *International Journal of Public Sector Management*, Vol. 11 No.7, pp.611-21.
- Salt, R.J. (2010), "Exploring women's participation in a US microcredit program", *Journal of Nursing Scholarship*, Vol. 42 No.3, pp.270-7.
- Schuler, S.R., Bates, L.M., Islam, F. (2008), "Women's rights, domestic violence, and recourse seeking in rural Bangladesh", *Violence Against Women*, Vol. 14 No.3, pp.326-45.
- Schurmann, A.T., Johnston, H.B. (2009), "The group-lending model and social closure: microcredit, exclusion, and health in Bangladesh", *Journal of Health, Population, & Nutrition*, Vol. 27 No.4, pp.518-27.
- Seikaly, M. (1994), "Women and social change in Bahrain", *International Journal of Middle East Studies*, Vol. 26, pp. 415-26.
- Shaw, S., Penney, D. (2003), "Gender equity policies in national governing bodies: an oxymoron or a vehicle for change?", *European Sport Management Quarterly*, Vol. 3 pp.78-102.
- Sport England (2002), "No limits: Sport England's equity policy", *Sport England*, London, .Sport and Recreation New Zealand (2006), "Partners and programs", available at: www.sparc.org.nz/partners-and-programmes (accessed 28 March, 2006), .
- Start, S. L (2008). Human Centred Systems in the perspective of organisational and social informatics, ACM New York.
- The Microcredit Summit Campaign (2009), "What is microcredit", The Microcredit Summit Campaign, available at: www.microcreditsummit.org/about/what_is_microcredit/ (accessed 13 March 2011), .
- Townsend, J. (1988), "Women in the developing countries: selected annotated bibliography for development organization", Institute of Development Studies, Brighton, .
- Townsend, J. (1988), "Women in the developing countries: selected annotated bibliography for development organization", Institute of Development Studies, Brighton. unpublished Masters of Business Administration thesis at the American University of
- Varghese, N.V. (1991), "Women and work: an examination of the female marginalization thesis in the Indian context", *The Indian Journal of Economics*, Vol. 34 pp.585-618.

Varghese, N.V. (1991), "Women and work: an examination of the female marginalization thesis in the Indian context", *The Indian Journal of Economics*, Vol. 34, pp. 585-618. Vol. 20 No. 6, pp. 540-52.

Wentling, R.M. (2003), "The career development and aspirations of women in middle management revisited", *Women in Management Review*, Vol. 18 No. 3, pp. 311-24.

Wilkinson, G. (1996), *Women in Business*, Gulf Business, Dubai.

Wilson, J. (1999). *Gender in the World Bank Poverty Assessment, Six Countries from Sub-Saharan Africa*, UNRISD Discussion paper 99.

Winn, J. (2004), "Entrepreneurship: not an easy path to top management for women", *Women in Management Review*, Vol. 19 No. 3, pp. 143-53.

Wood, G. (2003), "What does it takes to get to the top?", *Women in Management Review*, Vol. 18No. 3, pp. 122-31.

World Bank (2000) *World development indicators*, The World Bank Washington D.C

APPENDICES

APPENDIX I – LETTER OF TRANSMITTAL

ELIZABETH CHELANGAT LABOSO,

P.O. BOX 39,

BOMET.

10TH OCTOBER, 2014.

TO:

DIRECTOR,

DEPARTMENT OF SOCIAL SERVICES,

BURETI SUB- COUNTY,

P.O. BOX 744,

LITEIN.

Dear Sir/Madam,

REF: REQUEST FOR RESEARCH DATA COLLECTION

I am a student at the University of Nairobi, College of Education and External Studies, School of Continuing and Distance Education, Department of Extra-Mural Studies pursuing a course leading to the award of a Master of Arts in Project Planning and Management. I have successfully completed my class work and I am required to submit a research project as part of my assessment. In that connection, I have written a research proposal entitled “ Factors Influencing women participation in community based development project in Bureti sub - county and designed a questionnaire to help collect data. I therefore, would like to have your permission to collect data in your constituency Bureti Sub - County, which i have chosen to be the area of study. I am assuring you that the information obtained will only be used for this study and also findings upon request be available to you.

I now look forward for your assistance and cooperation. Thanks a lot in advance and God bless you.

Yours Faithfully,

Elizabeth Chelangat Laboso.

APPENDIX II- QUESTIONNAIRE SCHEDULE FOR WOMEN/WOMEN LEADERS

Dear Sir/Madam,

I am a Master of Arts in Project Planning and Management student at Nairobi University. I am kindly requesting you to provide the information in this interview schedule for my study. The information will be kept confidential and will only be used for research purposes. The acronyms will stand as follows: SA-Strongly Agree, A-Agree, N-Neutral, D-Disagree, SD-Strongly Disagree

Elizabeth Laboso

Nairobi University

Details of the Respondents

1. Location.....

2. What is your age bracket?

1. 20-30

2. 31-40

3. 41-50

4. Over 50

3. Sex 1 Male 2 Female

4. Indicate your highest level of education.

1 None

2 Primary

3 Secondary level

4 Tertiary / middle level college.

5 University.

5. Occupation.....

6. Marital status 1. Single 2. Married 3. Widowed 4. Divorced 5. Separated

Please consider the given statement and indicate your opinion by ticking in the appropriate column. (√)

The following section presents on the patriarchy affects women participation in community based Development project

NO	STATEMENT	D	S.D	N	A	S.A
7.	My community have a high regard towards women					
8.	women are considered in community based development project					
9.	Women are treated well in community based development project					
10.	Our community is gender biased					

Gender ideology affects women participation in community based development project

NO.	STATEMENT	D	S.D	N	A	S.A
12.	The women in the community are sidelined.					
13.	Women ideas are taken into consideration.					
14.	There is gender insensitivity in the community.					
15.	There are women who hold senior positions in our community.					
16.	Women are treated fairly in our community.					

Gender suppression and its effects on women participation community based development project

NO.	STATEMENT	D	S.D	N	A	S.A
17.	There is gender discrimination in our community					
18.	Women are give time/ opportunity to express their views in the community.					
19.	Women feel suppressed in the community					
20.	Women get the same support in community as that of men.					

Political overview and its effects on women participation community based development project

No.		D	S.D	N	A	S.A
21.	The political class considers women participation in development.					
22.	The women are considered equally with men politically.					
23.	Women are able politicians if given a chance.					
24.	Gender disparity in politics is discouraging women to be involved in community development.					

Effects of socio-cultural environment on women participation community based development project

No.		D	S.D	N	A	S.A
25.	Culture has influenced negatively women participation in the community.					
26.	Social orientation of the community has affected women participation in community project.					
27.	The environment favors women participation in community based development projects.					
28.	Gender disparity is affecting women participation in community based development projects.					

THANK YOU AND GOD BLESS YOU

APPENDIX III
WORK PLAN

ACTIVITY	2013							2014						
	Jun	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July
Work Description														
Faculty proposal defense	X													
Proposal correction		X												
Proposal submission to graduate school			X											
Piloting of research data collection tool				X										
Data collection				X	X									
Data analysis						X	X	X						
Thesis writing									X	X	X			
Thesis submission to faculty												X		
Faculty Thesis defense												X		
Thesis Correction													X	X

APPENDIX IV BUDGET

BUDGET

EQUIPMENT/ACTIVITY	DESCRIPTION	UNITCOST (KSHS)	NO. OF UNITS	ESTIMATED AMOUNT (KSH)
proposal	Typing and printing 55 Pages @ Kshs 10	10	55	550.00
Photocopying proposal	23 copies of 50 pages @ Kshs. 250 for Department Defense	250	23	5750.00
SPSS Computer Package	Data Analysis Package	35,000.00	1	35,000.00
Internet services	Approx. 2,000 minutes @ Kshs. 2	2,000.00	2	4,000.00
photocopying	Questionnaire 100 copies of 6 pages @ 30	30	100	3,000.00
Principal researcher	Travel to, around and from research area	3,000.00	30	90,000.00
Thesis typing & printing	Typing and printing Appr. 130 pages	130	20	2,600.00
Thesis photocopying	Approx. 25 of 130 pages	650	25	16,250.00
Thesis typing	Approx. 25 of 130 pages	650	8	5,200.00
Stationery	4 Packets of Biro Pens	1,000	4	4,000.00
	4 Flash Disks	2,000	2	4,000.00
Airtime	30 days	250	30	7,500.00
Contingencies	10% of the Total			17,885.00
Total				196,765.00

APPENDIX V- TABLE FOR DETERMINING SAMPLE SIZE FROM A GIVEN POPULATION

N	S	N	S	N	S	N	S	N	S
10	10	100	80	280	162	800	260	2800	338
15	14	110	86	290	165	850	265	3000	341
20	19	120	92	300	169	900	269	3500	246
25	24	130	97	320	175	950	274	4000	351
30	28	140	103	340	181	1000	278	4500	351
35	32	150	108	360	186	1100	285	5000	357
40	36	160	113	380	181	1200	291	6000	361
45	40	180	118	400	196	1300	297	7000	364
50	44	190	123	420	201	1400	302	8000	367
55	48	200	127	440	205	1500	306	9000	368
60	52	210	132	460	210	1600	310	10000	373
65	56	220	136	480	214	1700	313	15000	375
70	59	230	140	500	217	1800	317	20000	377
75	63	240	144	550	225	1900	320	30000	379
80	66	250	148	600	234	2000	322	40000	380
85	70	260	152	650	242	2200	327	50000	381
90	73	270	155	700	248	2400	331	75000	382
95	76	270	159	750	256	2600	335	100000	384

Note: “N” is population Size

“S” is Sample Size

Source: Krejcie, Robert V., Morgan, Daryle W. (1970)