

**EFFECTIVENESS OF PRO-POOR AGRO-ENTERPRISE  
DEVELOPMENT STRATEGIES USED IN WOMEN  
EMPOWERMENT IN KILIFI COUNTY, KENYA.**

**BY**

**KIBICHO PATRICK WAHOME**

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## **DECLARATION**

This research project report is my original work and has not been presented to any examination body.

Sign.....Date.....

**WAHOME PATRICK KIBICHO**

**REG.NUMBER L50/62461/2013**

This research project report has been submitted for examination with my approval as University of Nairobi supervisor.

Sign.....Date.....

**JOHNBOSCO KISIMBII**

Lecturer;

**Department of Extra Mural Studies;**

**University of Nairobi.**

## **DEDICATION**

This research project report is dedicated to my loving wife Pilly and my lovely daughters Sasha, Tasha and Tamara for their unrelenting support and encouragement in its preparation.

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## LIST OF ABBREVIATIONS

<b>KALRO:</b>	Kenya Agricultural Research Organization
<b>LC:</b>	Indigenous chicken
<b>WEAI:</b>	Women's Empowerment in Agriculture Index
<b>GPI:</b>	Gender Parity Index
<b>5DE:</b>	Five Domains of Empowerment
<b>R&amp;D:</b>	Research and development



## **ABSTRACT**

Using an indigenous chicken R&D project implemented in Kilifi County, this study purposed to investigate using the women empowerment in agriculture index the synergies that exist between economic opportunities; empowerment and individual rights among farmers in the development of the IC value chain. The study objectives were: To assess the extent to which input into decision-making over productive activities contributed to women empowerment, to determine the extent to which women access to productive resources contributed to women empowerment, to establish the extent to which adequacy and management of women income contributed to women empowerment, to assess the extent to which access to leadership roles influenced women empowerment and to determine the extent to which time allocation between workload and leisure contributed to women empowerment. The evaluation employed quantitative (questionnaire survey) method to analyze projects performances in the arena of women's rights and the extent to which their economic empowerment initiatives empower women. The study found that there were significant relationships between the five domain of empowerment and women empowerment in Kilifi County. The researcher concluded that for women, policy-makers and programs must address the three dimensions that contributed most to disempowerment which were leadership, resources, and income. As a way of ensuring women empowerment in agro-enterprise development initiatives, the researcher recommended that development agencies should target the indicators that are most disempowering in the five domains of empowerment.

# CHAPTER ONE

## INTRODUCTION

### 1.1 Background

Empowerment according to (Moghadam & senftova 2005) is a multi-faceted undertaking in the spheres of socio-economic, political and cultural appendages. It is a process of having the capacity and the ability to make salient choices and the ability in translating these choices into aspired action respectively (Alsop & Heinsohn 1995). Thus women empowerment is a multi-layered concept with many definitions and perceptions that are used by developmental initiatives seeking to empower women.

Women roles in agricultural value chain development in developing countries have been documented and cannot be downplayed. However their participation in value chain development activities does not always result in their empowerment. The concept and analysis of women empowerment is based on gender and empowerment theories which contend that gender interactions are constructed and deconstructed as a result of behavior of men and women which is influenced by changes in economic, cultural and historic events in the society (Kabeer, 2001;SIDA 2001). Such changes might be a result of a development intervention such as value chain development activities. Therefore empowering women is a continuous undertaking involving change in women as a result of them being change agents in a sphere that is being described or measured. (Maholtra et al, 2002). The change is about women having the ability to make decision and influence outcome that is important to themselves and their livelihoods (Kabeer, 1999).

Women empowerment considers women as change agents rather than merely the recipients of change. Kabeer (2001) defined empowerment as the ability and capacity of individuals participate in decision-making in a context where the capacity and ability was lacking or kept from them. Mosedale (2005) argues about four critical concepts in defining empowerment: Firstly to be empowered one has to come from a place where he/she was not empowered, secondly empowerment cannot be given by a third party, people should be able to make and carry out decisions on matters which

are important to them and finally empowerment is an ever evolving process rather than a product by itself. The author further argues that empowerment and disempowered is relative to other individuals and time.

Value chain development have a potential to enable target communities have a greater control over the situations that affect their lives (Simvised et al, 2008):Rashidpour et al, 2010). As such, women's rights component in livelihoods and women's economic empowerment programs should be inclusive for holistic women empowerment.

In seeking to unearth the synergies that exist between economic opportunities, empowerment and rights, this study aimed at evaluating the impacts of indigenous chicken value chain development project on women empowerment in Kilifi County.

The project focus was the development of the indigenous poultry value chain in Kilifi County. Production of indigenous chickens in Kenya is an important and integral part of the rural livestock production systems. Indigenous chicken enterprise accounts for 75% of the total poultry population in smallholder farms in Kenya (Mulinge et al 2008).

According to (Fowler 2005), 96% of rural households in the Coast region, which happened to be the study area, keep indigenous chicken. Rural households get readily available, high-quality source of proteins, vitamins and micronutrients from Indigenous chicken meat and eggs (Ahlers et al 2009). Production of indigenous chickens is especially seen as a woman domain and in almost all communities in Kenya, indigenous chicken is in the hands of the female gender. (Okali, 2011; Noble, 1992). Hence this pro-poor value chain provides a necessary economic opportunity to the target communities.

Human rights perspectives are very crucial in women's lives and livelihoods and should be considered at the beginning of any project. A situational analysis of rights, among other issues, should be conducted with stakeholders in the beginning of a project in order to identify and prioritize areas of intervention (Waithanji et al., 2013). For example, the Kenya Agricultural and Livestock Research Organization (KALRO) indigenous chicken project provided an excellent opportunity to address the people's economic and social rights. The potential project beneficiaries identified an urgent

economic and food need. KALRO facilitated key interventions in indigenous chicken production like management of disease and marketing. Marketing became the entry point of securing the people's economic rights.

## **1.2 Problem Statement**

Development that is geared to the poor is at the forefront of research and development (R&D) efforts in many sectors in Kenya. This is occasioned by the need to address issues affecting a large percentage of Kenya's population living in conditions of poverty. In developing pro-poor agricultural value chains, different value chain actors use their resources in terms of human, social, financial, physical or natural resources to bring a commodity through the continuum of production to consumption (Kaplinsky and Morris, 2000:4). This process presents men and women with different choices to make based on their individual preferences and their economic opportunities. Minimizing inequalities in people's ability to make choices regarding their manner of taking part in value chain development is contextual to empowerment. The capacity to make choices and the complex gender related factors, within which this occurs, are constituted in part by individual rights and freedoms.

In Kenya, many programs addressing human rights issues, including women's rights and those addressing livelihoods and women's economic empowerment concerns have been working parallel to one another as opposed to working together. The human and women rights movements have trained their eyes in advocating that equality exists between men and women in enjoyment of their rights and gender specific issues are brought to the fore whenever equality discourses arise. When addressing rights and equality issues, many often neglect economic issues and end up limiting the benefits of discussions on universal human rights for poor women. On the other hand many Non-Governmental and Research and Development organizations often dwell on livelihoods neglecting the rights interventions. The basic argument, in this study, a person having rights is futile without the requisite capacity and ability to exercise those rights.

In as much as earning an income can have an upward trajectory in women's autonomy and enhance their socio-economic situation, (Esplen and Brody 2007), have argued that it is not given that income and credit access results to benefits for women

and /or their households .A key question in development economics access to resources translates to actual socio-economic uplift of women. For women to be empowered, the undertaking through which resources are made available to women must also bring changes in how societies perceive men and women.

This combination of women's economic opportunities and women's rights could have the potential to result to wider uplift of women but these two spheres have rarely been put in a mixed bag. For holistic women empowerment, its incumbent to appreciate that empowerment will be a mirage if women will be provided only with economic opportunities and rights without the corresponding capacity and ability to exercise these rights. The proper integration of livelihood and rights interventions will be key in accelerating pro-poor sustainable economic development.

### **1.3 Purpose of the study**

This research undertaking purposed to seek the synergies that exist between economic opportunities; empowerment and individual rights among farmers in the development of IC value chain in Malindi sub County of Kilifi County.

### **1.4 Study Objectives**

This research had the following objectives:

- (i) To interrogate the magnitude to which input into decision-making over productive activities contributes to women empowerment.
- (ii) To determine the extent to which women access to productive resources contributes to women empowerment.
- (iii) To establish the extent to which adequacy and management of women income contributes to women empowerment.
- (iv) To assess the extent to which access to leadership roles influences women empowerment.
- (v) To determine the extent to which time allocation between workload and leisure contributes to women empowerment.

### **1.5 Research questions of the study**

The research undertaking sought to answer the following research questions:

- (i) To what magnitude does input into decision-making over productive activities influence women empowerment?
- (ii) To what extent does women access to productive resources determine women empowerment?
- (iii) To what extent does adequacy and management of women income contribute to women empowerment?
- (iv) To what extent does access to leadership roles promote women empowerment?
- (v) To what extent does time allocation between workload and available leisure time influence women empowerment?

### **1.6. Research hypotheses**

The study tested the following research hypothesis at the 95% level of significance:

- (i)  $H_1$ ; There is a significant relationship between input into decision-making over productive activities and women empowerment in Kilifi County.
  
- (ii)  $H_1$ ; There exists a significant relationship between access to productive resources and women empowerment in Kilifi County.
  
- (iii)  $H_1$ ; There exists a significant relationship between income and women empowerment in Kilifi County.
  
- (iv)  $H_1$ ; There exists a significant relationship between participation in community leadership roles and women empowerment in Kilifi County.
  
- (v)  $H_1$ ; There exists a significant relationship between time allocation between workload and available leisure time and women empowerment in Kilifi County.

### **1.7 Significance of the study**

In the recent years studies have attempted to examine the role of gender and the gender gaps in agricultural development. However, little has been documented about the relation between the opportunities in the socio-economic status of men and women within the decision-making households and how their characteristics; personality variables; communication behavior affects their individual rights and

freedoms in relation to resource availability; resource accessibility; and resource control. This determines how the ultimate processes and outcomes of empowerment brought about by R&D economic opportunities affect men and women. It is also not well documented what such a linkage portends for empowerment of the individuals. Therefore the researcher hoped that this study was to be of great significance in the following ways:

This study used the Women in Agriculture Empowerment Index to identify the constraints women face in the indigenous chicken value chain with a view to tailor future programs to address the constraints. This will be of great significance to stakeholders in the indigenous value chain in Kilifi County.

The study will help in tracking the effects over time of the intervention by KARLO Mtwapa to upgrade the indigenous chicken value chain in Kilifi County.

This study will do a great service to add to the body of knowledge about integration of women's rights perspectives into pro-poor projects that target women and smallholders farmers.

The study will form a platform for attitude change, literature and practices amongst researchers and pro-poor development actors on role of gender in pro-poor agro enterprise development in Kilifi County.

### **1.8 Study Assumptions**

The study had the following assumptions:

- (i) Kenya Agricultural Livestock Research Organization (KALRO) indigenous chicken project in Kilifi County would provide an excellent opportunity for addressing the target beneficiary's economic and social rights.
- (ii) The respondents would be aware of their livelihood and rights opportunities and would accurately respond to questions in the questionnaire schedules.
- (iii) The household primary females and males would be present in the household at the time of the questionnaire administration.

### **1.9 Limitations of the study:**

The researcher encountered several limitations such as:

- (1) Individual rights are often complex and sensitive to handle, especially those touching on property, consumer rights, fair labour practices and beliefs. The researcher employed the informed consent policy and cascaded it to the enumerators for enhanced ethics in data collection.

(ii) The adapted household questionnaire was fairly big. The researcher constrained himself to what data he needed for this study and hence shortened the questionnaire schedules.

(iii) It was difficult to have the primary household male and female at the same in the homestead. The researcher planned way ahead with the respondents for the convenient timing of the interview.

### **1.10. Study Delimitations**

The study had the following delimitations:

(i) Kilifi County just as most of the other counties has several livelihood and rights interventions programs being run by research and development organizations. There are completed, ongoing or pre-conceived agro-enterprise development projects in the County. This study focused on indigenous chicken farmer groups in Kilifi County that were beneficiaries of a value chain upgrading project by Kenya Agricultural Livestock Research Organization. Therefore it was easy to get the required sample size.

(ii) The researcher had a long engagement with most of the farmer groups in Kilifi County and hence their goodwill made data collection easy.

### **1.11. Definition of significant terms**

**Production:** The production domain in this study refers to the individual or collective decision making over production.

**Resources:** Resources in the context of this study refers to ownership, access and decision-making power over productive resources.

**Income:** The income domain refers to individual or collective ownership over income.

**Leadership:** The leadership domain in the context of the study refers to roles and affiliation in economic and social groupings.

**Time:** Time refers to usage of time between productive and leisure activities



### **1.12 Organization of the study**

This project report has five chapters with chapter one outlining the background of the research, statement of the problem, purpose and objectives of the research, research questions & study hypotheses, significance & basic assumptions of the study, limitations and delimitations of the research and definition of the significant terms. The next chapter outlines the discussions on the five independent variables, theoretical and conceptual framework and summary of literature and research gap while chapter three highlights the research methodology, ethical considerations and operation definition of variables. Chapter four highlights the findings of the study and hypothesis testing while chapter five has summary and discussion of findings, conclusion of the study, recommendations and suggested further research

## **CHAPTER TWO LITERATURE REVIEW**

### **2.1 Introduction**

This chapter gives a discussion of the five independent variables, which are the spheres of empowerment that assess female gender empowerment in the spheres of: agricultural production, productive resources, income, leadership, and time. It also contains the theoretical perspective and conceptual framework. Finally it presents the summary of literature review and research gaps identified.

### **2.2 Input Into Decision Making Over Productive Activities and Women Empowerment**

Poultry is used as a means of promoting gender equality and women's economic development (Guèye, 2000). Many studies have documented that village poultry production is the domain of women (Bravo-Baumann, 2000; Devendra and Chantalakhana 2002). In sub-Saharan Africa, 85% of all households keep poultry, with women owning and controlling 70% of the poultry (Guèye, 1998; Branckaert and Guèye, 1999). The role of gender, in the continuum from production to marketing is important to effectively increase benefits accrued from poultry keeping more so for poor female-headed households (Rushton and Ngongi, 2002). Socio-cultural factors are also at play in the chicken production continuum to consumption as it's the case with other livestock (Solomon et al., 2003; Budiastra et al., 2006).

In Kenya, Okitoi et al., (2006) established that rural poultry is predominantly owned by women at (63%) and children (18%) with Ownership by men at (16%) and joint ownerships with other family members as little as 3%. Similarly. Participation in selling eggs and consumption of eggs was mainly by women when it comes to the division of labour. Men mainly engaged in construction of poultry sheds with some help from the children Also, an earlier research by Ngugi et al., (2004), on gender concerns in an indigenous KARI project in Western Kenya, indicated that women played the major role in management of chicken and were involved in decisions related to the chicken.

### **2.3 Access to Productive Resources and Women Empowerment**

In line with women's empowerment in agriculture is control over decision-making on land use, which according to Allendorf (2007) noted that, access to and control over land continues to be a major drawback for women farmers that inhibit their capacity and ability to be effective in sustainable agricultural development. In matrilineal societies, even with the increase in value of land which has resulted into market oriented farming, men has have continued to put women at a disadvantage by challenging their rights to land. Women often lose access even to the land provided to them for food production. Lastarria-Cornhiel (2006) adds that men have dominated women in decision-making about what to grow since societies are normalized that men ought to be the ones making economic decisions for the household. (Squire, 2003).

In looking at decision making over land use, are the differences in allocation of land rights, which Kabeer (1995) attributed to the differences in resource distribution and responsibilities between men and women to norms in a particular society. In most cases women might acquire some rights over land but the major drawback falls in place in the ownership of the land (Gray & Kevane, 1999). However in terms of land ownership, Walker (2002) reported that only a small number of women at the society apex have secured rights and have the capacity and ability to make decisions about land. These are professionals or women with high economic status who are empowered by their standards.

In Sub Saharan Africa, as reported by Walker (2002) and Gray & Kevane (1999), women acquire rights to land through their inclusion in households mostly through marriage as kins. This in essence has a bearing that these rights might be reneged upon in cases of divorce or widowhood (Gray & Kevane, 1999) as some relatives resort to grabbing land with the justification that women don't own land. Ideally, in patrilineal societies, women lived at the husbands' home even in the event of their husbands demise and were supposed to continue enjoying the rights to the land unless with the decision to remarry or server ties completely with the in-laws.

Taylor (1999) argued that credit facilities sourced jointly by men and women only serve to mitigate against addresses practical gender needs as opposed to those sourced

by women, which go further than gender concerns to include strategic concerns. Most credit facilities sought by men mostly reinforce the structures that promote gendered inequalities. (Kabeer, 2000). On the other hand, Garikipati (2007) noted that women who access credit facilities more often than not do not attend to their needs but end up taking up all the household needs thus diverting from the original plan. This scenario portends disempowering of women, as they will still have the burden to pay for loans that were not utilized according to plan.

#### **2.4. Adequacy and Management of Income and Women Empowerment**

Agricultural value chains development is integral in increasing the incomes of small holders and the poor (Agri-Pro focus, 2012). Value chain development ensures interaction of various players across the various nodes in the value chain continuum as well as competition for goods and services in local and regional markets. This then requires concerted efforts geared towards supporting smallholders to enhance their capacities to act and to negotiate with other players along the various nodes in value chains. The societal norms attributed to communities in regards to roles considered appropriate for men and women play a significant role in the way such actions and negotiations take place nodes in value chain development.

This indicates that gender relations remain central to discussions on value chains and their concomitant potential for economic empowerment. Inequalities exist with evidence that in some environments women are relegated to the lower levels of value chains and for minimum or lower than minimum wage (Gamage, 2009). Women may have access to productive resources but the control of the same is not guaranteed and often their access to capital and technologies is low as compared to men (FAO, 2011). This ensures that their participation in the value chains is limited to the nodes with lower profits (Coles and Mitchel, 2011). This calls for deliberate sensitivity to the configuration of relations between men and women so as to identify barriers to entry, delineate opportunities available to each gender and possibly to facilitate the power dynamics between genders (Parpart, et al. 2002; Wyrod, 2008). It is expected that empowerment of men and women is one possible way to reduce the power asymmetries along the value chain, and possibly reduce the challenges that women face in their participation (Kaplisky and Morris, 2000). As men and women expand their ability to make choices it is expected that benefits accrue to all.

The Kenya constitution is an integral part of Kenya's democratic state and is the framework for social economic and cultural policies (Constitution of Kenya, 2010). It enshrines the rights held by every person as an individual. A person's individual rights and freedoms is the bedrock for empowerment as it protects one's actions within the confines of the law. Oxal and Sally, (1997) argue that the empowerment is the people's capacity to use resources to articulate goals. Specific to women, the participation in agriculture is key not only in terms of the absolute figures of the income they earn but in the value that income has in changing relations in the homestead. (Oxal & Sally, 1997). Thus, changes in the bundle of rights accruing to individuals within value chains require monitoring to measure the outcomes as well as determine their participation (Coles and Mitchell 2011).

### **2.5. Access to Community Leadership Roles and Women Empowerment**

Njuki et al. (2008) in their study found that most women in Malawi were able to speak out and participate in decision-making in meetings but in their households, the opposite was true. On the other hand, Charman, (2008) argued that women also tend to have decision-making entitlements and control over certain traditional crops but are relegated to decision being made for them by men when it comes to high value crops. In that case men will still be more empowered in decision making than women.

### **2.6. Time Allocation between Workload and Available Leisure Time and Women Empowerment**

Satyavathi (2010) argued that women had double roles in productive and reproductive activities and that even where they participated in productive work, the pay was very low. Based on time allocation studies, an Indian woman spent most of her hours doing reproductive roles and was also expected to take part in communal and productive activities.

Kes & Swaminathan 2006) argue that labor divisions is skewed in favor of men and has an impact on women's workloads. Women work longer hours than men given their reproductive role as well as supporting men's productive responsibilities.

In Latin America, women spend on average less of their time on agricultural labour, and the gender division of labour means that they tend to be more involved in off-farm labour markets, with data from 1995 estimating that women spend four hours a day on agricultural activities (Truitt 1998). However, they still face similar time constraints as African women, having to reconcile their employment with their

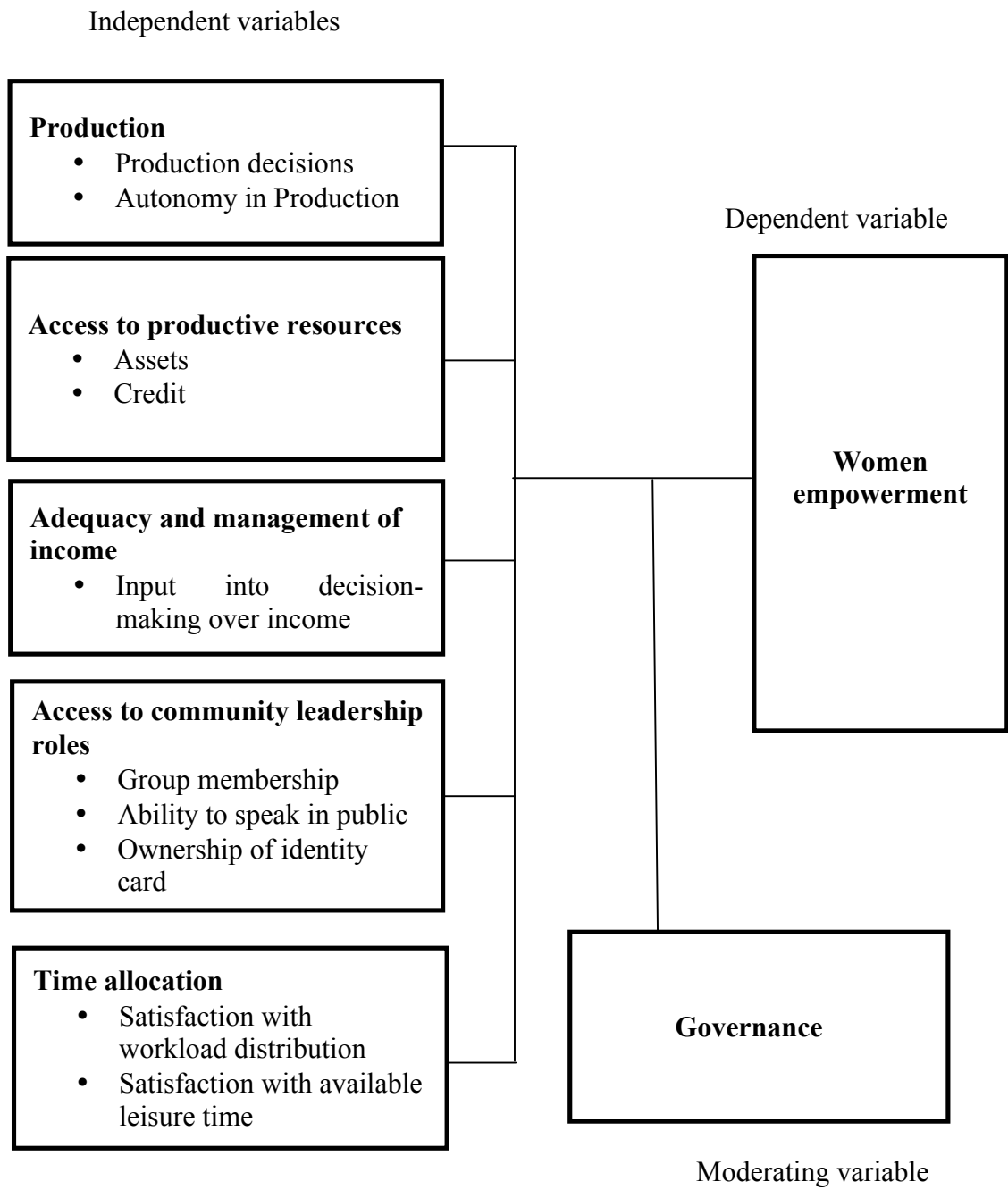
reproductive activities. In Guatemala, most women tend not to work in agriculture, and if and when they do they perform very specific tasks. Thus, agricultural work does not add much to women's reproductive workloads.

### **2.6. Theoretical Framework.**

This study was based on theory of women empowerment framework by Golla, Maholtra, Nanda and Mehra (2011) who stated that a woman is uplifted with the acquisition of the capability to flourish and make choices over her socio-economic circumstance. To be empowered, women need to galvanize their efforts towards having a competitive advantage in the market and position themselves to financial inclusion by lenders. Women must be in a position to access and control resources.

Men and women, within the confines of their socioeconomic, personality and communication variables take stock of the resources (human, social, financial, physical or natural) at their disposal and use them to make decisions within their households. The availability, accessibility and control over resources inform the adoption decision taken and differ between men and women within and between households depending on individual rights and freedoms. Resources yield economic opportunities. Economic opportunities underpin processes and outcomes of empowerment. Hence to the extent that households differ in economic endowment and in the way that male and female household member's access and control resources, empowerment also differs between men and women. The question is whether economic opportunities and rights could potentially lead to broader empowerment of individuals within households. The role that gender relations play in this cannot be overemphasized.

**2.8. Conceptual Framework**  
**Figure 1.** Conceptual framework



## **2.9 Summary of Literature and Research gap**

From the literature review, men and women, within the confines of their socioeconomic, personality and communication variables take stock of the resources (human, social, financial, physical or natural) at their disposal and use them to make decisions within their households. The availability, accessibility and control over resources inform the adoption decision taken and differ between men and women within and between households depending on individual rights and freedoms. Resources yield economic opportunities. Economic opportunities underpin processes and outcomes of empowerment. Hence to the extent that households differ in economic endowment and in the way that male and female household member's access and control resources, empowerment also differs by gender. The combination of economic opportunities and women's rights could have the potential to result to wider women's advancement and changes in gender relationships but rarely have these two spheres been put in the mix. For holistic women empowerment, it's incumbent to appreciate that providing women economic opportunities and rights without the corresponding capacity and ability for the execution of these rights does not leap much gain. Therefore, there is need for the integration of livelihood and rights interventions, which will be key in stimulating sustainable pro-poor economic development.



## **CHAPTER THREE**

### **RESEARCH METHODOLOGY**

#### **3.1 Introduction**

This chapter amplifies the methodological framework used in the study. The chapter is organized starting with the research design, followed by data collection and management and ends with ethics in research and operation definition of variables.

#### **3.2. Research design**

The evaluation employed quantitative (questionnaire survey) method to analyze projects performances in the area of women's rights and the extent to which their economic empowerment initiatives empowered women.

#### **3.3.Target population**

The study population comprised of all IC farmers in Malindi district who were target beneficiaries of the Ford Foundation funded pro-poor agro enterprise development project and which was being implemented by KALRO-Mtwapa. The target population was composed of the over 790 beneficiaries of the IC farmers' project in Malindi.

#### **3.4. Sample Size and Sampling Procedure**

The study employed stratified random sampling to select the sampling sample. In the project site, a list of all farmer groups engaged in the project was generated and randomly 79 farmers were selected. This was calculated by use of Mugenda and Mugenda (2003)'s recommendation that says, if the target population for a study is less than 10, 000, a sample size of 10% is enough. However, this sample size should be greater than 30. The farmers were sampled in a stratified manner whereby the farmers were categorized in relation to the region of origin that included the south, west, east, north and the central region.

### **3.5. Data Collection Instruments**

The joint efforts by IFPRI and OPHI resulted to the development of generic questionnaires for household interviews for testing WEAI in Uganda, Guatemala and Bangladesh. The household questionnaire that was used for this study was adapted to the Kenyan context and some modifications were done to fit into the university of Nairobi requirements. For this study, more questions were added in order to accommodate the interests of the KALRO-Mtwapa project whose focus was the indigenous chicken value chain.

The WEAI, which identifies five domains to be measured, guided the questions in the questionnaires. These domains were production, resources, income, leadership and time.

### **3.6. Data Collection Procedure**

The generic questionnaire was adapted to the Kenyan context. The questionnaire was pretested with similar farmers but not those in the study area. The pretested questionnaire data was coded and analyzed to identify any ambiguities. It was later refined before being administered to the study sample. Data was collected from men and women within households (intra-house survey) by enumerators. The enumeration was organized such that male and female enumerators interviewed corresponding gender respondents.

### **3.7. Validity and Reliability testing of Research Instruments**

This section outlines how the research tools were tested to be valid and reliable before and during the study.

#### **3.7.1. Validity of Research Instrument**

To achieve and improve on the validity of the research instrument the researcher used a generic household questionnaire. The household questionnaire that had given valid results in several countries including Guatemala, Bangladesh and Uganda was adapted to the Kenyan context. For this study, more questions were added in order to accommodate the interests of the KALRO-Mtwapa project whose focus was the indigenous value chain.

### **3.7.2. Reliability of the Research Instrument**

The use of test-retest and split-half method ensures reliability of a research instrument (Gakuo & Kidombo, 2013). The researcher intended to achieve reliability through piloting and test-retesting method using a similar sample of 10% of the sample population, which is recommended to be enough for pretesting. (Mugenda & Mugenda, 2003). In the test-retest method the researcher used the same questionnaire twice to some of the survey targets in the sample population and compared the results and calculated a reliability coefficient. The value of the cronbach's alpha for the questions in the questionnaire was in all cases greater than .85. Reliability coefficient values above 0.70 imply internal consistency.

### **3.8. Data Analysis Techniques**

Data processing and analysis was carried out using Social Package for Social Scientists (SPSS). Both descriptive statistics and chi square analyses were used.

### **3.9. Ethical Considerations**

As part of considering ethics in research, guidelines were put in place to incorporate informed consent in interviewing the respondents. In the pre-test and actual surveys, informed consent pages were translated into the local language, and copies left with respondents for future reference in regards to the study. To protect respondent's identity, pseudonyms were used in the results presentations.

**3.10.1 Definitions of operational variables**  
**Table 3.1 Definitions of operational variables**

VARIABLES	INDICATOR	MEASUREMENT	SCALE	DATA COLLECTION METHOD	TOOLS OF ANALYSIS
Dependent variable:					
Women Empowerment	Economic empowerment Rights empowerment	level	ordinal	questionnaire & interviews	Tabulation
Independent Variable 1:					
Production		number	ordinal	questionnaire & interviews	Mean and frequencies
	Productive decisions				
	Autonomy	number	ordinal	questionnaire & interviews	Mean and frequencies
Independent Variable 2:					
Resources	Ownership Purchase sale or transfer of assets	number	ordinal	questionnaire & interviews	Mean and frequencies
	Access and Decision on Credit	number	ordinal	questionnaire & interviews	Mean and frequencies

### 3.10. Operational definitions of variables

**Table 3.1 Operational definitions of variables**

VARIABLE	INDICATOR	MEASUREMENT	SCALE	DATA COLLECTION METHOD	TOOLS OF ANALYSIS
Independent Variable 3:					
Income	Input into decision making over income	number	ordinal	questionnaire & interviews	Mean and frequencies
Independent Variable 4:					
Leadership	Group Membership	number	ordinal	questionnaire & interviews	Mean and frequencies
	Ability to Speak in public	number	ordinal	questionnaire & interviews	Mean and frequencies
	Ownership of national identity card	number	ordinal	questionnaire & interviews	Mean and frequencies
Independent Variable 5:					
Time:	Satisfaction with Workload	number	ordinal	questionnaire & Interviews	Mean and frequencies
	Satisfaction with Leisure time	number	ordinal	questionnaire & interviews	Mean and frequencies

## CHAPTER FOUR

### DATA ANALYSIS, PRESENTATION AND INTERPRETATION

#### 4.1 Introduction

Chapter four presents findings, which have been analyzed, interpreted and presented in the following thematic areas: response rate, demographic characteristics of the respondents and data analysis for each of the five domains of empowerment in pro-poor agro-enterprise development in Kilifi County, Kenya.

#### 4.2 Response Rate

Questionnaires were administered to 79 farmers. Out of the 79 questionnaires issued, 70 were returned, fully filled. Total response rate for the questionnaires that returned and used for the study was 88.6% while 11.4% of the questionnaires were never returned or returned without being fully filled.

#### 4.3 Respondents Demographics

This study wanted to find out respondents bio data details, age and educational levels as shown in the tables below.

##### 4.3.1 Bio-data of the Respondents

The study found out the sex composition in the study area as shown in the table 4.1 below.

**Table 4.1 Household headships**

Household	Frequency	Proportion
Male headed Household	55	78.57%
Female Headed Households	15	21.42%
Total	70	100%

The sample population, which stood at 70 respondents, composed of 55 Male Headed Households (MMHs) in which 4 were single and 51 were dual adult and there were 15 Female Headed Households (FHHs).

#### 4.3.2 Age, demographic composition and dependency ratio

The study sought to find out the age brackets, demographic composition and dependency ratio of the respondents in the study area and was as shown in table 4.2 below.

**Table 4.2 Age Distributions of Respondents**

HOUSEHOLD COMPOSITION	MALINDI	
	MHH (n=55)	FHH (n=15)
Number of household members in age group		
0-4 yrs	1.4242	1.2000
5-14 yrs.	2.3878	2.3000
15-60 yrs.	3.5238	4.0000
Over 60 yrs.	1.2308	1.0000
<b>Demographics composition (%)</b>		
0-4 yrs	11.7	7.1
5-14 yrs.	29.1	27.4
15-60 yrs.	55.2	61.9
Over 60 yrs.	4.0	3.6
<b>Dependency ratio</b>		
Child (0-14) dependency ratio	85.3584	55.0595
Child (>60) dependency ratio	11.1086	12.5000
Total dependency ratio	96.4670	67.5595
<b>Household size</b>	6.61	6.1

Averagely, male-headed households in Malindi had a household size of 6.6 people while the female-headed households had a sample size of 5.7 people per household. In both male and female head households, majority of the people were aged between 15-60 years followed by those aged between 5-14 years. The fewest number of persons were in the 0-4 and >60 years age brackets as shown in table 4.2 above.

The proportion of the non-working age to the working age population in a household (dependency ratio) was calculated for households to generate the total dependency ratio. Total dependency ratio was calculated as a ratio of the number of members in

the age category 0–14 years and above 60 years to the total number of members of working age (15–60 years). The least dependence ratio was noted in female-headed households in Malindi at (67.6%) as shown in the table above.

### 4.3.3 Educational Level of Respondents

The study aimed at establishing the level of education of the respondents as shown in table 4.3.

**Table 4.3 Academic Qualifications of Respondents**

Education level	Frequency		Proportion	
	Men	Women	%Men	%Women
Primary 1-4	7	2	12.7	13.3
Primary 5-8	25	5	45.5	33.3
Secondary 1-2	5	0	9.0	0.0
Secondary 3-4	12	2	21.0	13.3
Diploma	2	0	3.6	0.0
Degree	1	0	1.8	0.0
Never attended school	3	6	5.5	40.0
<b>Total</b>	<b>55</b>	<b>15</b>	<b>100</b>	<b>100</b>

In the study site educational status was low. About half of all men and women had some primary education. In the study site more women than men did not have any education at 40 % as shown in the table 4.3 above.

### 4.4 Input into Decision-Making over Production

The production domain of empowerment was composed of two indicators namely input into productive decisions and autonomy in production. The survey sought to establish individuals' levels of participation in productive activities by asking



respondents who participated in any productive agricultural and non-agricultural activities in the last 12 months with three main questions: who the key decision maker was; what was an individual's input into productive decisions; and how autonomous one was in production.

In measuring the contribution of the production dimension to total disempowerment, input in productive decisions and autonomy in production were considered. Of the two indicators, autonomy in production was the greater contributor to disempowerment as shown in table 4.9. The overall percentage contribution of this dimension to the disempowerment of men and women in Malindi was 14.1% and 7.55% respectively.

**Table 4.4: Percentage contribution of indicators to individuals' total disempowerment in Kilifi County**

Indicator	Men	Women
Input into productive decisions	0.74	1.68
Autonomy in production	13.40	5.87
Total contribution	14.14	7.55

#### **4.5 Access to Productive Resources**

The resources domain was composed of three indicators namely; ownership, purchase or sale or transfer of assets and access to and decision on credit. The respondents were asked who in the household would keep various household assets in case of dissolution of their marriage; who mostly decided to sell or purchase various household assets and who made the decision to take a loan, how the loan would be used and who would repay the loan.

The percentage contribution of resources as a dimension to the total disempowerment of men and women from Malindi is 28.78% and 25.42% respectively. More men than

women were disempowered in this dimension. In the resources dimension, the indicator in which most men and women were most disempowered in is access and decision making on credit at 11.91% and 10.89 respectively as shown in table 4.10 below.

**Table 4.5 Percentage contribution resource’s indicators to individuals’ total disempowerment in Kilifi County**

Indicator	Men	Women
Ownership	7.44	5.87
Purchase or sale of assets	9.43	8.66
Access to and decisions on credit	11.91	10.89
Total contribution	28.78	25.42

#### **4.6 Adequacy and management of income**

The income domain was comprised of a single indicator namely level of decision making over income. Respondents were asked how much input they had in decision making over income made from their productive activities. One was considered empowered if they had an input into most or all decisions regarding use of income generated from these productive activities.

Overall, male heads of household earned more than their spouses. More men than women achieved the income dimension empowerment threshold. The contribution of the income dimension to the total percentage disempowerment of men and women in Kilifi County was 8.93% and 7.54% respectively as shown in table 4.6 below.

**Table 4.6 Percentage contribution of the income indicator to individuals’ total disempowerment in Kilifi County**

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Indicator	Men	Women
Input in decision making	8.93	7.54
Making over income		
Total contribution	8.93	7.54

---

#### **4.7 Access to community leadership roles**

The leadership domain was composed of three indicators namely; group membership, ability to speak in public and ownership of an identity card. The membership into a group indicator sought to establish the number of respondents that were in groups and the level of input that respondents had in decision making within the groups. The empowerment threshold for group leadership was having input into most or all group decisions.

In the ability to speak in public, individuals were considered empowered if their public speaking abilities ranged from speaking with little difficulty to speaking very comfortably. The ownership of national identity card indicator sought to establish if all respondents had national identity cards and if they were able to keep the cards for themselves or not. Individuals were considered empowered if they had identity cards and kept them for themselves.

The leadership dimension contributed more to the disempowerment of men and women at 7.94 % and 12.58 % respectively as shown in table 4.12 overleaf. In the study area males and females were least disempowered in ownership and freedom to keep their identity card and most disempowered in terms of inputs in decision making within the groups.

**Table 4.7 Percentage contribution leadership indicators to individuals' total disempowerment in Kilifi County**

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Indicator	Men	Women
Group membership	7.44	5.59
Speaking in public	0.50	5.03
Identity card	0.00	1.96
<b>Total contribution</b>	<b>7.94</b>	<b>12.58</b>

#### **4.8 Time allocation**

The time domain comprised of two indicators namely: satisfaction with workload distribution and satisfaction with leisure time. Respondents were rated their levels of satisfaction with the distribution of workload and leisure on a scale of 1-10. Only those with satisfaction levels rated 5 and above were considered empowered. Respondents got more satisfaction with the workload distribution than available leisure time. Women in male-headed households were the most who were dissatisfied with the workload distribution and available leisure time.

Women were three times more disempowered than men in terms of time as shown in table 4.13. Lack of adequate leisure time was the greatest contributor to the disempowerment of men and women.

**Table 4.8 Percentage contribution time indicators to individuals' total disempowerment in Kilifi County**

Indicator	Men	Women
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Leisure	2.98	9.64
Work distribution	2.23	6.70
Total contribution	5.21	16.34

#### 4.9 Testing of hypothesis using chi-Square

In this study the researcher tested only the alternative hypothesis for each of the dependent variables as shown below.

##### 4.9.1 First hypothesis on Input into decision-making over production.

H<sub>1</sub>; There is a significant relationship between input into decision-making over productive activities and women empowerment in Kilifi County.

**Table 4.9 Showing Observed and Expected Responses on the First Hypothesis**

<b>R</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>F</b>	28	21	14	04	03
<b>E</b>	14	14	14	14	14

**Table 4.10 Showing Chi-Square Testing for the First Hypothesis**

<b>f</b>	<b>e</b>	<b>(f-e)=d</b>	<b>(d)<sup>2</sup></b>	<b>(d)<sup>2</sup>/f</b>
28	14	14	196	14
21	14	7	49	3.5

14	14	0	0	0
04	14	-10	100	7.14
03	14	-11	121	8.6
			$\sum (d)^2/f = 33.24$	

$$\chi^2_c = 33.24 > \chi^2_{\infty} = 9.488 \text{ at 4 degrees of freedom and 5\% level of confidence.}$$

Since the chi-square value of 33.24 is greater than the critical chi-square value at 5% level of confidence, we accept the alternative hypothesis. Therefore, there exists a significant relationship between input into decision-making over productive activities and women empowerment in Kilifi County.

0.05

#### 4.9.2 Second Hypothesis on Access to Productive Resources

H<sub>1</sub>; There exists a significant relationship between access to productive resources and women empowerment in Kilifi County.

**Table 4.11 Showing Observed and Expected Responses on the Second Hypothesis**

R	1	2	3	4	5
F	29	17	12	05	07
E	14	14	14	14	14

**Table 4.12 Showing Chi-Square Testing for the Second Hypothesis**

f	e	(f-e)=d	(d) <sup>2</sup>	(d) <sup>2</sup> /f
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29	14	15	225	16.1
17	14	3	9	0.64
12	14	-2	4	0.28
05	14	-9	81	5.78
07	14	-7	49	3.5
$\sum (d)^2/f = 26.22$				

$\chi^2_c = 26.22 > \chi^2_{0.05} = 9.488$  at 4 degrees of freedom and 5% level of confidence.

Since the chi-square value of 26.22 is greater than the critical chi-square value at 5% level of confidence, we accept the alternative hypothesis. Therefore, there exists a significant relationship between access to productive resources and women empowerment in Kilifi County.

#### 4.9.3 Third Hypothesis on Adequacy and Management of Income

H<sub>1</sub>; There exists a significant relationship between income and women empowerment in Kilifi County.

**Table 4.13 Showing Observed and Expected Responses on the Third Hypothesis**

R	1	2	3	4	5
f	4	5	27	25	9
e	14	14	14	14	14

**Table 4.14 Showing Chi-Square Testing for the First Hypothesis**

f	e	(f-e)=d	(d) <sup>2</sup>	(d) <sup>2</sup> /f
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4	14	-10	100	7.14
5	14	-9	81	5.78
27	14	13	169	12.1
25	14	9	81	5.78
09	14	6	36	2.57
				$\sum (d)^2/f = 33.37$

$$\chi^2_c = 33.37 > \chi^2_{\infty} = 9.488 \text{ at 4 degrees of freedom and 5\% level of confidence.}$$

Since the chi-square value of 33.37 is greater than the critical chi-square value at 5% level of confidence, we accept the alternative hypothesis. Therefore, there exists a significant relationship between adequacy and management of income and women empowerment in Kilifi County.

#### 4.9.4 Fourth Hypothesis on Access to Community Leadership Roles

H<sub>1</sub>; There exists a significant relationship between access to community leadership roles and women empowerment in Kilifi County.

**Table 4.15 Showing Observed and Expected Responses on the Fourth Hypothesis**

R	1	2	3	4	5
f	9	12	04	30	15
e	14	14	14	14	14

**Table 4.16 Showing Chi-Square Testing for the Fourth Hypothesis**

f	e	(f-e)=d	(d) <sup>2</sup>	(d) <sup>2</sup> /f
---	---	---------	------------------	---------------------



9	14	-5	25	1.8
12	14	-2	4	0.29
04	14	-10	100	7.14
30	14	16	256	18.28
15	14	1	1	0.07
				$\sum (d)^2/f = 27.58$

$$\chi^2_c = 27.58 > \chi^2_{\infty} = 9.488 \text{ at 4 degrees of freedom and 5\% level of confidence.}$$

Since the chi-square value of 27.58 is greater than the critical chi-square value at 5% level of confidence, we accept the alternative hypothesis. Therefore, there exists a significant relationship between access to community leadership roles and women empowerment in Kilifi County.

#### 4.9.5 Fifth Hypothesis on Time Allocation

H<sub>1</sub>; There is a significant relationship between time allocation between workload and available leisure time and women empowerment in Kilifi County.

**Table 4.17 Showing Observed and Expected Responses on the Fifth Hypothesis**

R	1	2	3	4	5
f	2	17	11	22	18
e	14	14	14	14	14

**Table 4.18 Showing Chi-Square Testing for the Fifth Hypothesis**

f	e	(f-e)=d	(d) <sup>2</sup>	(d) <sup>2</sup> /f
2	14	-12	144	10.3
17	14	3	9	0.64
11	14	-3	9	0.64
22	14	8	64	4.6
18	14	4	16	1.1
				$\sum (d)^2/f = 17.28$

$\chi^2_c = 17.28 > \chi^2_{\infty} = 9.488$  at 4 degrees of freedom and 5% level of confidence.

Since the chi-square value of 17.28 is greater than the critical chi-square value at 5% level of confidence, we accept the alternative hypothesis. Therefore, there exists a significant relationship between time allocation between workload and available leisure time and women empowerment in Kilifi County.

## CHAPTER FIVE

### SUMMARY OF FINDINGS, DISCUSSIONS, CONCLUSIONS AND RECOMMENDATIONS

#### 5.1 Introduction

This chapter presents the findings summary, discussions, conclusions and recommendations of the study. The chapter also contains suggestions for further studies.

#### 5.2 Summary of Findings

Total response rate for the questionnaires that returned and used for the study was 88.6% while 11.4% of the questionnaires were never returned or returned without being fully filled. Going by the the objectives of the study, the results were as follows:

The first objective that sought to assess the extent to which input into decision-making over productive activities contributes to women empowerment had the following results: Of the two production dimension indicators, autonomy in production was the greater contributor to disempowerment. The overall percentage

contribution of this dimension to the disempowerment of men and women in Malindi was 14.1% and 7.55% respectively. Since the calculated chi-square value of 33.24 was greater than the critical chi-square value at 5% level of confidence, the alternative hypothesis was considered.

The second objective that sought to determine the extent to which access to productive resources contributes to women empowerment, had field results showing that; The percentage contribution of resources as a dimension to the total disempowerment of men and women from Malindi is 28.78% and 25.42% respectively. More men than women were disempowered in this dimension. In the resources dimension, the indicator in which most men and women were most disempowered in is access and decision making on credit at 11.91% and 10.89 respectively. Since the calculated chi-square value of 26.22 was greater than the critical chi-square value at 5% level of confidence, the alternative hypothesis was considered.

In relation to the third objective that sought to establish the extent to which adequacy and management of income contributes to women empowerment, results were as follows: male heads of household earned more than their spouses. More men than women achieved the income dimension empowerment threshold. The contribution of the income dimension to the total percentage disempowerment of men and women in Kilifi County was 8.93% and 7.54% respectively. Since the calculated chi-square value of 33.37 was greater than the critical chi-square value at 5% level of confidence, the alternative hypothesis was considered.

In relation to the fourth objective that sought to assess the extent to which access to community leadership roles influences women empowerment, results indicated that; the leadership dimension contributed more to the disempowerment of men and women at 7.94 % and 12.58 % respectively. Males and females were least disempowered in ownership and freedom to keep their identity card and most disempowered in terms of inputs in decision making within the groups. Since the calculated chi-square value of 27.58 was greater than the critical chi-square value at 5% level of confidence, the alternative hypothesis was considered.

In relation to the fifth objective that sought to determine the extent to which time allocation between workload and leisure contributes to women empowerment, results

were as follows: Respondents were more satisfied with the workload distribution than available leisure time. Women in male-headed households were the most disempowered with the distribution of workload and available leisure time. Women were three times more disempowered than men in terms of time. Lack of adequate leisure time was the greatest contributor to the disempowerment of men and women. Since the calculated chi-square value of 17.28 was greater than the critical chi-square value at 5% level of confidence, the research accepted the alternative hypothesis.

### **5.3 Discussion of Findings**

From the results in chapter four and part of the summary in chapter five, there is a link between the results and the literature reviewed in chapter two. For example, in relation to the first objective that sought to assess the extent to which input into decision-making over productive activities contributes to women empowerment; autonomy in production was the greater contributor to disempowerment. This had a trend in which the overall percentage contribution of this dimension to the disempowerment of men and women in Malindi was 14.1% and 7.55% respectively. These findings are supported by Okitoi et al., (2006) who in his study in Kenya established that rural poultry is predominantly owned by women (63%) and children (18%) with Ownership by men at (16%) and joint ownerships with other family members as little as 3%. Similarly, participation in selling eggs and consumption of eggs was mainly by women when it comes to the division of labour. Men mainly engaged in construction of poultry sheds with some help from the children Also, an earlier research by Ngugi et al., (2004), on gender concerns in an indigenous KARI project in Western Kenya, indicated that women played the major role in management of chicken and were involved in decisions related to the chicken.

The second objective that sought to determine the extent to access to productive resources contributes to women empowerment, had field results showing that; The percentage contribution of resources as a dimension to the total disempowerment of men and women from Malindi is 28.78% and 25.42% respectively. In the resources dimension, the indicator in which most women were most disempowered in is access and decision making on credit at 11.91% and 10.89 respectively. In agreement to this is Allendorf (2007) who noted that, access to and control over land continues to be a major drawback for women farmers that inhibits their capacity and ability to be effective in sustainable agricultural development. In matrilineal societies, even with

the increase in value of land which has resulted into market oriented farming, men has have continued to put women at a disadvantage by challenging their rights to land. Women often lose access even to the land provided to them for food production. Lastarria-Cornhiel (2006) adds that men have dominated women in decision-making about what to grow since societies are normalized that men ought to be the ones making economic decisions for the household.

Looking at the third objective that sought to establish the extent to which adequacy and management of income contributes to women empowerment, results were as follows: male heads of household earned more than their spouses. More men than women achieved the income dimension empowerment threshold. The contribution of the income dimension to the total percentage disempowerment of men and women in Kilifi County was 8.93% and 7.54% respectively. Gammage (2009) argues that inequalities exist with evidence that in some environments women are relegated to the lower levels of value chains and for minimum or lower than minimum wage. Women may have access but lack control over productive resources and will in most cases have low access to capital and technologies than men. Coles and Mitchel (2011) sum up that, this ensures that their participation is limited to the nodes of the value chains with lower profits

In relation to the fourth objective that sought to assess the extent to access to community leadership roles influences women empowerment, results indicated that; the leadership dimension contributed more to the disempowerment of men and women at 7.94 % and 12.58 % respectively. Men were least disempowered in terms of ownership and freedom to keep their identity card and most disempowered in terms of inputs in decision making within the groups. Njuki et al. (2008) in their study found that most women in Malawi felt they were able to speak out in meetings or were leaders in groupings but in their households they were relegated to decisions being made for them. On the other hand, as reported by Charman, (2008) women also tend to have decision-making entitlements and control over certain traditional crops but are relegated to decision being made for them by men when it comes to high value crops.

In relation to the final objective that sought to determine the extent to which time allocation between workload and leisure contributes to women empowerment, results

were as follows: respondents were more satisfied with the workload distribution than available leisure time. Women in male-headed households were the most disempowered with the workload distribution and available leisure time. Women were three times more disempowered than men in terms of time. Kes and Swaminathan 2006; Carr with Hartl (2010) argue that division of labor is skewed in favor of men and has an impact on women's workloads. Women work longer hours than men given their reproductive role as well as supporting men's productive responsibilities.

#### **5.4 Conclusions of the study**

Based on this study and its findings, the researcher concludes that:

While the WEAI is a monitoring tool for the Feed the Future Initiative, one of its other uses is as a diagnostic tool: to identify areas in which women and men are disempowered, so that programs and policies can be tailored to those needs. The areas in which men and women are disempowered are quite different implying that depending on local situation; different programs and policies will need to be put in place to empower both women and men. This, in turn, means that policymakers will need to integrate gender issues in policy in coming up with empowerment initiatives.

For men and women in Malindi, ownership of an identity card, speaking in public and input into productive decisions are the indicators that least contributed to their disempowerment. The most disempowering indicator for the men was autonomy in production. Women in Malindi were most disempowered in access to and decision-making on credit.

For women, policies and programs must address the three empowerment domains that contributed most to disempowerment which were weak leadership in the community, lack of control over resources, and lack of control over income. Among the disempowered women, a high proportion reported lack of control over income, lack of participation in groups, and discomfort speaking in public as the indicators that greatly disempowered them. Group-based initiatives that ride on increased women's assets—which they can control—may be able to improve women's access and control

over resources and their incomes thereof. Such approaches will help in closing the gender gap between men and women by building women's assets faster than men's (while not clawing back on men's assets). They may also empower women in leadership roles and in their political participation and involvement within their communities

Because most group-based efforts to pro-poor agro-enterprise development initiatives have been directed to women in Kenya, policy makers should not miss out on the fact that efforts to make gender norms more equitable must also involve men. Programs will need to be more men and women inclusive for women's empowerment and gender equality.

Lastly, although a sizeable proportion of men and women were shown to be disempowered along a number of indicators, it is a fact that more women are disempowered relative to men within their households.

### **5.5 Recommendations of the study**

As a way of ensuring women empowerment in agro-enterprise development initiatives, the researcher recommends that development agencies should target the indicators that are most disempowering in the five domains of empowerment.

In measuring the contribution of the production dimension to total disempowerment, input in productive decisions and autonomy in production were considered. Of the two indicators, autonomy in production was the greater contributor to disempowerment of women. The overall percentage contribution of this dimension to the disempowerment of women in Malindi was 7.55%. Agro enterprise development initiatives should target this indicator when rolling their programs or interventions.

The percentage contribution of resources as a dimension to the total disempowerment of men and women from Malindi is 28.78% and 25.42% respectively. In the resources dimension, the indicator in which most men and women were most disempowered in is access and decision making on credit at 11.91% and 10.89 respectively. Development initiatives should target the access and decision-making on credit indicator in their programs or interventions.

In the adequacy and management of income domain, male heads of household earned more than their spouses. More men than women achieved the income dimension empowerment threshold. The contribution of the income dimension to the total percentage disempowerment of men and women in Kilifi County was 8.93% and 7.54%. More efforts need to be put in place to bring gender parity in as much this domain is concerned for holistic women empowerment.

The leadership dimension contributed more to the disempowerment of men and women at 7.94 % and 12.58 % respectively. Males and females were least disempowered in terms of ownership and freedom to keep their identity card and most disempowered in terms of inputs in decision making within the groups. Development initiatives should target group membership in the women empowerment agenda.

In the time allocation domain, Women in male-headed households were the most dissatisfied with the workload distribution and available leisure time. The female gender were three times more disempowered than men in terms of time. Lack of adequate leisure time was the greatest contributor to the disempowerment of men and women. More deliberate efforts need to be targeted to this indicator, if women are to realize considerable empowerment as their male counterparts.

### **5.6 Suggestions for Further Research**

The five domains of empowerment (5DE) only focused on issues of empowerment in agriculture. In light of this the researcher feels more work needs to be done to scrutinize how empowerment in women's specific agricultural roles relates to other variables like their wealth, their levels of education, and other respondents characteristics

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