



**ROLE OF PARTICIPATORY MONITORING AND EVALUATION ON PERFORMANCE OF GENDER MAINSTREAMING PROJECTS IN NAIROBI CITY COUNTY, KENYA**

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## ROLE OF PARTICIPATORY MONITORING AND EVALUATION ON PERFORMANCE OF GENDER MAINSTREAMING PROJECTS IN NAIROBI CITY COUNTY, KENYA

Mbuvi, E.,<sup>1\*</sup> & Gekara, G. M.<sup>2</sup>

<sup>1\*</sup>Msc. Candidate, Jomo Kenyatta University of Agriculture & Technology [JKUAT], Kenya

<sup>2</sup>Ph.D, Lecturer, Jomo Kenyatta University of Agriculture & Technology [JKUAT], Kenya

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### ABSTRACT

*The general objective of the study is to examine the role of participatory monitoring and evaluation on performance of gender mainstreaming projects Nairobi City County, Kenya. The study adopted a descriptive research design and was conducted in the 125 gender mainstreaming projects in Nairobi County; Kenya. The study used a structured self-administered questionnaire to collect data from the managers. The collected data was analyzed using both quantitative and qualitative data analysis methods. Data from questionnaire was coded and logged in the computer using Statistical Package for Social Science (SPSS). The regression coefficients of the study showed that monitoring and evaluation planning, monitoring and evaluation training, information systems and stakeholder participation have a significant positive influence performance of gender mainstreaming projects in Kenya. The study recommended the need to enhance M & E planning to improve performance of gender mainstreaming projects in Kenya. There is need to develop a strategic plan to enhance project mapping to conduct project outcomes. The plan should have a list of partnerships and collaboration to achieve desired results. The study established that M & E training played a role on the performance of gender mainstreaming projects in Nairobi City County, Kenya. The study recommended that there is need to enhance the relevance of the topics covered in the training. There was continuous induction of local M & E experts in the project. Based on the study findings that information systems played a role on the performance of gender mainstreaming projects in Nairobi City County, Kenya. The study recommended that there is need to improve on the use of an automated systems to carry out M& E activities. There should be adequate decision support systems for professional management. In regard to stakeholder participation the study established that it played a role on the performance of gender mainstreaming projects in Nairobi City County, Kenya. The study recommended that there is need to consult with the stakeholders' on project activities being implemented.*

**Key Words:** Planning, Training, Information Systems, Stakeholder Participation, Monitoring and evaluation

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## INTRODUCTION

Gender mainstreaming is a concept that addresses the wellbeing of women and men. It is a strategy that is central to the interests of the whole community. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people centered development. Gender mainstreaming includes all aspects of planning, implementing and monitoring of any plan or project (Mungania & Luketero, 2017). The quest for development has led to a consensus that participation by both men and women is essential for sustained development interventions (UN, 2016).

Development initiatives can be significantly improved through greater awareness on the part of government counterparts, project management and beneficiaries on gender mainstreaming and its practical implication. It is widely acknowledged that promoting gender equality is an essential component of an effective economic and human development strategy (RoK, 2017). The ultimate goal of gender mainstreaming is to achieve gender equality (Moser & Moser, 2015).

Gender mainstreaming is a strategy for ensuring that the concerns of both women and men form a fundamental aspect of project management and programs in all political, economic and societal spheres so that they can benefit equally. There are several gender empowerment projects which have been established and require adequate monitoring and evaluation to achieve their goals (Ombati, 2018).

In African context, the South African government has placed increasing importance on Participatory M & E during its third term of office since democracy (Florin, 2011). Several studies were done to examine factors impacting on project performance in developing countries. A study by Faridi and El-Sayegh (2006) reported that shortage of skilled manpower, poor supervision and poor site management, unsuitable leadership; shortage and breakdown of equipment

due to ineffective Participatory M & E practices contributed to project delays in the United Arab Emirates. As established by Mbachu and Nkando (2017), that quality and attitude of service are key factors constraining successful monitoring practices on project delivery in South Africa.

There is an increasing global acknowledgement of the importance of the role of gender mainstreaming projects in economic expansion. Because of this, governments and researchers have introduced activities promoting studies on gender mainstreaming projects because they view it as the reason for the attainment of monetary and socio-economic objectives such as poverty alleviation (Mungania & Luketero, 2017). A research by UN Women (2014) suggested that lack of monitoring and evaluation practices are responsible for affecting progression of gender mainstreaming projects.

Globally, governments, NGOs and development companies are involved with gender mainstreaming, and unique strategies together with gender mainstreaming in development tasks to enable women to assignment their subordinate function and oppressive scenario of their households and societies. In Kenya women are disadvantaged socially and economically compared to men. Disparities in women and men be triumphant in education, fitness, employment possibilities, manage over property and income, and participation in political procedure that make women disadvantaged and less empowered; this boundaries the country's potential to obtain its complete capability (Fedorova , Savitskaya, & Yakovleva, 2016).

Gender mainstreaming has also been observed to improve through participation in micro-credit score schemes and Small and Medium Companies (SMEs), as an example inside the food processing sectors (UNESCO, 2015) and in small agricultural projects underneath the Participatory Agricultural Development and Empowerment Projects (PADEP)

(Fedorova , Savitskaya, & Yakovleva, 2016).In current years there has been renewed interest on efforts to empower women involved inside the agricultural quarter, which employs the general public of rural humans. The efforts encompass mobilizing rural women in producer and advertising and marketing organizations for easy get entry to production inputs, extension services, training on increasing manufacturing consistent with unit vicinity as well as facilitating marketplace get right of entry to by means of smallholder farmers, males and females (Canadian Council for International Co-operation, 2015). with a view to improve market get admission to by way of smallholder farmers, the government and NGOs in Kenya, as it miles in lots of other developing nations, have followed various holistic seasoned-bad procedures to deal with constraints that girls organizations come across.

Gender mainstreaming projects improves income earning abilities of self-help group members by providing a regular income, a source of employment, contributing towards member's welfare and assisting them with credit facilities. Garai, Mazumder and Maiti (2012) using data from Bengal India for women proved that self-help group members were more empowered than non-members. This result demonstrated that self-help groups through a resource distribution program were effective in empowering their members economically. This same result was achieved on an empirical study by Das (2013) in Assam, India where data confirmed that self-help groups' that received economic support or resource improved their members' economic conditions. These improvements were reflected in terms of increases in income, savings, value of assets, amount of borrowing and betterment in consumption provisions. It was on this premise that the current study sought to examine the role of participatory M &E on performance of gender mainstreaming projects in Nairobi County, Kenya.

### **Statement of the Problem**

World Bank (2016) report indicated that effective participatory monitoring and evaluation has taken on increasing importance in the gender mainstreaming projects in the last two decades. Azevedo, Apfelthaler and Hurst (2012) and Jackson and Chapman (2012) stated that participatory monitoring and evaluation enhances performance of gender mainstreaming projects with a critical characteristic being monitoring and evaluation planning, training, information systems and stakeholder participation. A study by Osmani et al., (2015) and Martinović (2013) observed that effective participatory monitoring and evaluation allows gender main streaming projects acquire greater performance. Jackson (2014) and Jurše and Tominc (2008) stated that participatory monitoring and evaluation enhances gender mainstreaming projects and has a positive impact on performance of these projects.

Despite policy measures being taken into account, performance of gender main streaming projects in the country is wanting. Nekesa (2017) established that lack of participatory M & E in planning, training and identification of key stakeholders affected implementation of mainstreaming gender strategy in projects by more than 30%. According to UNDP (2016) Gender Inequality Index, amongst Low Human Development Countries for gender mainstreaming projects performance was not impressive value of 0.552 and was ranked 126 overall (Frosina & Mwaura, 2016). The report attributed this poor performance to inadequate participatory M & E in information systems in the projects. Wambeti (2017) reiterated that gender mainstreaming projects were performing dismally and this could be attributed to the low level of Participatory M & E training thus low level of knowledge and attitude of the officers handling issues of gender mainstreaming projects in Kenya.

Several studies agree that participatory M & E is a factor to project performance (Prabha ar 2008; I a et' al 2012; Chin 2012; Yusu et' al 2015). Kibe (2017)

investigated the influence of government and program implementation bodies' policies on the performance of women's empowerment projects in Dagoretti area, Nairobi County, Kenya. The study established that monitoring and evaluation policies, leadership and coordination policies affected performance of women empowerment projects in Dagoretti area. Chumo (2016) study on factors influencing performance of women group enterprises in Londiani sub-county, Kericho County, Kenya found that ICT factors were the most severe influencing women group enterprises. Mwendwa (2015) study focused on the gender mainstreaming strategies in upgrading of rural projects in Karatina, Nyeri County, Kenya. Mwenda (2014) sought to find out how gender mainstreaming had been integrated in the upgrading of Karatina market in Nyeri County. Wambeti (2017) sought to examine the factors affecting implementation of gender mainstreaming programs in parastatals in Kenya, a case study of Kenya Revenue Authority in Nairobi

From the aforementioned studies, though the monitoring and evaluation has gained a lot of popularity as a tool for improving project performance; it has its own challenges in its application which this study seeks to identify especially in the gender mainstreaming projects. Further, due to the contextual, sectorial and managerial differences among organizations and projects, the application of the monitoring and evaluation cannot be assumed to be similar, unless empirical studies demonstrate so. It was on this premise that the current study aimed to investigate the relationship between participatory monitoring and evaluation and performance of gender mainstreaming projects in Nairobi City County, Kenya, a gap this study sought to fill.

### **Objectives of the Study**

The general objective of the study was to examine the role of participatory monitoring and evaluation on performance of gender mainstreaming projects in

Nairobi City County, Kenya. The specific objectives were;

- To examine the role of monitoring and evaluation planning on performance of gender mainstreaming projects in Nairobi City County, Kenya.
- To examine the role of monitoring and evaluation training on performance of gender mainstreaming projects in Nairobi City County, Kenya
- To examine the role of information systems on performance of gender mainstreaming projects in Nairobi City County, Kenya
- To assess the role of stakeholder participation on performance of gender mainstreaming projects in Nairobi City County, Kenya

## **LITERATURE REVIEW**

### **Community Action Planning Theory**

Community Action Planning (CAP) was developed by Hamdi and Goethert (1997). This theory that empowers communities to design, implement and manage their own development programs. CAP theory is participatory, community based, problem driven and fast. Community participation is at the core of CAP and its focus is creating coalitions and partnerships thus participation occurs when people and organizations are convinced that their interests will be better served in partnerships than without them (Jammal, 2018).

### **Cognitive Fit Theory**

Cognitive fit theory was developed by (Iris Vessey, 1994). The theory proposes that the correspondence between task and information presentation format leads to superior task performance for individual users. The literature about management information systems (MIS) has been developed since the 1960s. An evolution of MIS can be divided into three periods: data processing, management information systems, and strategic information systems (Somogyi, 1997). The first era, "data processing", is mainly focused on

improving the efficiency of business through automation of basic information processes with not too much control over planning or resources. The second era, “management information systems”, was concerned about the enhancement of managerial effectiveness by satisfying widespread information requirements. Managers of each came to realize the capability of information technology resources and started to acquire their own systems to meet the requirements. MIS can be named as an organizational information system, a computer based information system, or an information system (Ives, 2000).

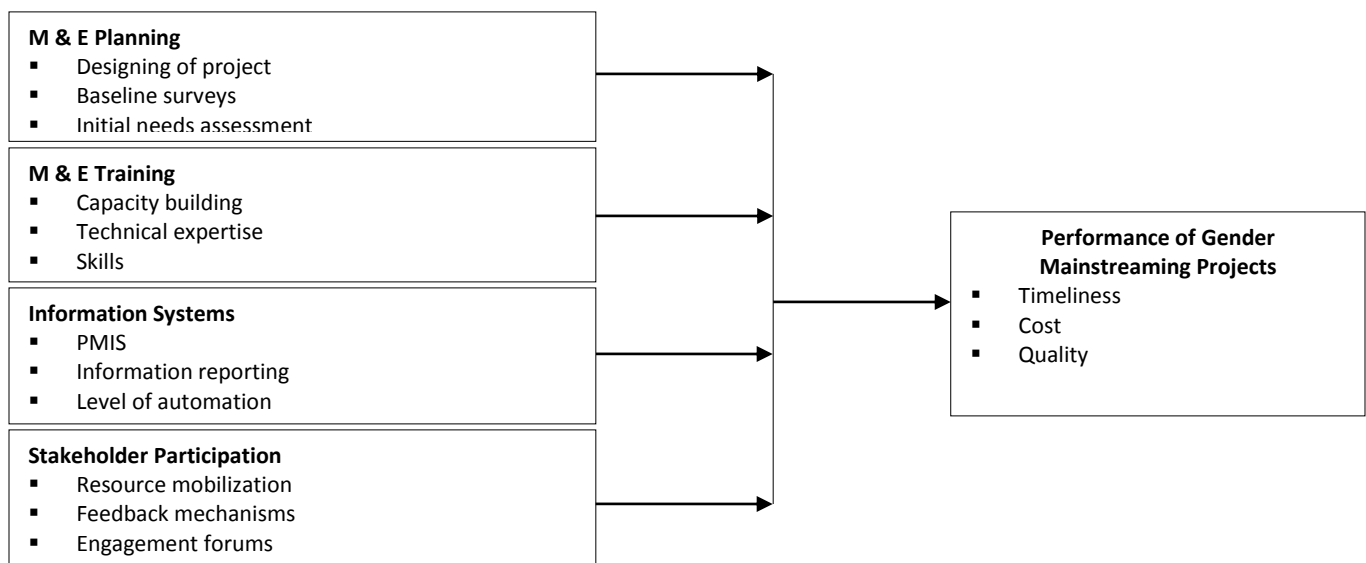
### Human Capital Theory

It was developed by Becker (1993) provided the basis for the perspective that training and development is a worthwhile investment. The emphasis of human capital theory is how training and development influences on efficiency and productivity of workers through growing level of cognitive inventory of economically productive human functionality (Olaniyan & Okemakinde, 2008). Human capital theory shows that individuals and the whole society gain economic benefits from investments in people (Sweetland, 2007). Investing in human capital, just

like investing on physical capital is vital in adding to productivity of individuals in terms of labor. This develops the labor force both qualitatively and quantitatively, mainly because a qualified labor force increases productivity and brings investments to entrepreneurship. Becker, (1993) recognized that education and training are the most important components of human capital investment.

### Stakeholder Theory

Freeman (2004), identifies and models the groups which are stakeholders of a corporation, and both describes and recommends methods by which management can give due regard to the interests of those groups. Agle et al (2018) argue that the theory has multiple distinct aspects that are mutually supportive: descriptive, instrumental, and normative. The descriptive approach is used in research to describe and explain the characteristics and behaviors of firms, including how companies are managed, how the board of directors considers corporate constituencies, the way managers think about managing, and the nature of the firm itself in the implementation of projects.



### Independent Variables

### Dependent Variable

Figure 1: Conceptual Framework

## Empirical Review

Harries and Reyman (2015) established that the project manager should be able to identify the purpose and scope of the M & E system, plan for information reporting and utilization, collection and management of data, analysis of data, monitoring and capacity building of human resource. Kabwegyere and Kiyega (2010); Kerzner (2011) study outlines the key monitoring and evaluation activities in a project. They include; initial needs assessment, project design logical framework, M&E planning and base line study. They further argued that M&E system should focus on the usage of project inputs and the effectiveness of the project implementation process to ensure that the final project attains the desired quality. Ghura (2013) pointed out that adequate and timely planning of M&E personnel prevents cost overruns in projects.

Phiri (2015) sought to assess the influence of Monitoring and Evaluation (M&E) on project performance at African Virtual University (AVU). In this study monitoring and evaluation was defined by its activities: M&E planning while project performance was considered as the degree of goal achievement. The objectives of the study were to establish how M&E plans influence project performance. Spearman correlation showed a positive relationship of 0.6 between M&E and project performance for both projects. Particularly, it showed that on average, M&E planning and M&E training had statistically significant correlation with project performance at 0.8 and 0.7 respectively. In conclusion, the study has shown that monitoring and evaluation has a directly proportional influence on project performance and that an M&E plan should be in place if a positive influence of M&E has to be seen

McRae (2013) studied the role of monitoring and evaluation skills in managing infrastructure projects in Europe. The study asserted that the acquisition of M&E skills will boost the performance of construction

firms in terms of quality and time taken to complete the projects. Training will therefore empower people to make better decisions and provide better quality goods and services. Maendo, James and Kamau (2018) sought to establish the effects of project monitoring and evaluation on performance of road projects. The study was carried out in the Lake Basin Region, Kenya. The study covered 41 road projects. The study concludes that project monitoring and evaluation training has a significant effect on performance of road projects.

Similarly, Ryman and Harries (2018) study established the constraints and problems that hamper Monitoring and evaluation of development projects. In order to achieve the intended objectives, data on 37 projects was used. The study found out that the role of monitoring and evaluation of projects is can no longer be underestimated. The study results also showed the main constraints and problems that hampered monitoring and evaluation in development projects. They include; lack of commitment to conduct monitoring and evaluation, failure to carry out, discuss, share and incorporate the results of monitoring and evaluation activities. Other constraints found out from the study were: shortage of trained staff to monitoring and evaluation and limited training opportunities.

Tarus (2016) study sought to address influence of utilization of MIS on monitoring and evaluation of projects, at the Moi Teaching and Referral Hospital Eldoret. The study used a total sample of staffs that were drawn from 120 staff working at Moi Teaching & Referral Hospital. The objectives of the study were to establish how transaction processing system, decision support system, executive support system & office automation system influences the utilization of MIS on monitoring and evaluation of projects. Descriptive survey design was used for research. Stratified proportionate random sampling technique was used to select the sample of 95 staff. Solvin's formula was used to come up with the sample size.

The MIS had many roles to perform like the decision support role, the performance monitoring role and the functional support role.

Caniels and Bakens (2012) study was based on a survey among 101 project managers the interactions between six factors related to PMIS information quality and usage and their effect on decision making are examined in a multi project environment. Using structural equation modeling, new insights were gained in these complex relationships. Results indicate that the use of a project management information system is advantageous to project managers, while no adverse effects were observed due to project and information overload. PMIS information quality is positively related to quality of the decisions, satisfaction of project managers with PMIS and use of PMIS information.

Waithera and Wanyoike (2015) sought to determine factors that influence the project monitoring and evaluation performance of youth funded agribusiness projects in Bahati Sub-County, Kenya. The specific objective was to assess the influence of stakeholder participation in monitoring and evaluation on performance of youth funded agribusiness projects. A census was conducted on the target population of 50 agribusiness youth funded group projects. Findings showed that only the stakeholder participation had a statistically significant influence on project monitoring and evaluation performance of youth funded agribusiness projects ( $p$  value of 0.01,  $<0.05$ ).

Mwenda (2014) sought to find out how gender mainstreaming had been integrated in the upgrading of Karatina market in Nyeri County. The objectives of the study included: to establish the extent to which Gender Policies have been integrated in upgrading of Karatina market project, to establish the gender mainstreaming strategies employed in the project framework, to determine the gender-specific project performance indicators applied in the monitoring and evaluation process and to investigate the constraints

facing gender mainstreaming in the upgrading of Karatina market. A descriptive survey research design was used. Stratified sampling was done in order to give every category of Karatina market project stakeholders an equal chance of being selected. Questionnaires were used as the instruments of data collection. Findings from this study revealed that gender policy and its guidelines were well known by both the project implementers and project beneficiaries

## **METHODOLOGY**

The study used the descriptive research design. The study was carried out in the 125 gender mainstreaming projects operating in Nairobi County, Kenya. The study collected data from the respondents by the use of structured questionnaire. The questionnaire was structured and divided into sections covering each of the objectives of the study. The data collected was screened and cleaned to find out whether there were any errors that could be corrected. The collected quantitative data was coded and entered into SPSS (V.22) to create a data sheet that was used for analysis. Data was analyzed using quantitative and qualitative techniques. Responses were assigned numerical values that were consistent with numerical codes. The findings were presented in tables. The qualitative data was analyzed through content analysis. Descriptive statistics were used to describe the characteristics of collected data. Pearson's Correlation, Analysis of variance (ANOVA) and Multiple Regression Analysis was used to establish the relationships and significance among the study variables. The study used multi-linear regression model to measure the relationship and significance of the independent



variables against the dependent variable (Richards & Rodgers, 2014).

$$Y = \beta_0 + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + \beta_4X_4 + \epsilon$$

Where:

Y = Performance of Gender Mainstreaming Projects

X<sub>1</sub> = M & E Planning

X<sub>2</sub> = M & E Training

X<sub>3</sub> = Information systems

X<sub>4</sub> = Stakeholder Participation

ε = Error Term

## RESULTS

### Monitoring and Evaluation Planning

The study sought to assess the role of M & E planning on performance of gender mainstreaming projects in Nairobi County, Kenya. Responses given on a five-point Likert scale (where 1 = Strongly disagree; 2 = Disagree; 3 = Neutral; 4 = Agree; 5 = Strongly Agree). Table 1 presented the findings. The scores of 'strongly disagree' and 'disagree' were taken to represent a statement not agreed upon, equivalent to mean score of 0 to 2.5. The score of 'Neutral' was taken to represent a statement equivalent to a mean score of

**Table 1: Monitoring and Evaluation Planning Statistics**

Monitoring and Evaluation Planning	Mean	Std. Dev
The strategic plan has been developed to enhance project mapping to conduct project outcomes	4.556	.549
The strategic plan is well applicable in project activities	4.776	.765
The plan has a list of partnerships and collaboration to achieve desired results	4.326	.432
The work break down structure has been developed to achieve the desired results	4.653	.764
The work plan structure has listed ways of dissemination and utilization of information gained.	4.267	.421

### Monitoring and Evaluation Training

The study sought to establish the role of M & E training on performance of gender mainstreaming projects in Nairobi County, Kenya. Responses given on a five-point Likert scale (where 1 = Strongly disagree; 2 = Disagree; 3 = Neutral; 4 = Agree; 5 = Strongly Agree). Table 2 presented the findings. The scores of 'strongly disagree' and 'disagree' were taken to represent a statement not agreed upon,

2.6 to 3.4. The score of 'agree' and 'strongly agree' were taken to represent a statement highly agreed upon equivalent to a mean score of 3.5 to 5.0.

Table 1 presented the findings as tabulated, a majority of respondents were found to agree with the statement posed in regard to the role of M & E planning on performance of gender mainstreaming projects in Nairobi County, Kenya. The study established that the strategic plan had been developed to enhance project mapping to conduct project outcomes (Mean=4.556). The strategic plan had been developed to enhance project mapping to conduct project outcomes (Mean= 4.776). The plan had a list of partnerships and collaboration to achieve desired results (Mean=4.326). The work break down structure has been developed to achieve the desired results (Mean=4.653). The work plan structure has listed ways of dissemination and utilization of information gained (Mean= 4.267). The study results imply that M & E planning played a role on the performance of gender mainstreaming projects in Nairobi City County, Kenya.

equivalent to mean score of 0 to 2.5. The score of 'Neutral' was taken to represent a statement equivalent to a mean score of 2.6 to 3.4. The score of 'agree' and 'strongly agree' were taken to represent a statement highly agreed upon equivalent to a mean score of 3.5 to 5.0.

Table 2 presented the findings as tabulated, a majority of respondents were found to agree with the

statement posed in regard to the role of M & E training on performance of gender mainstreaming projects in Nairobi County, Kenya. The study established that the topics covered in the training enhance effectiveness of M & E systems in the project (Mean=4.765). There was continuous induction of local M & E experts in the project (Mean= 4.345). There were formal training courses on the M & E in

the project (Mean=4.165). There were short courses on the M & E in the project (Mean=4.543). The content of the m & E training is approved by the relevant authority on management of the project (Mean= 4.332). The study result implied that M & E training played a role on the performance of gender mainstreaming projects in Nairobi City County, Kenya.

**Table 2: Monitoring and Evaluation Training Statistics**

<b>Monitoring and Evaluation Training</b>	<b>Mean</b>	<b>Std. Dev</b>
The topics covered in the training enhance effectiveness of M & E systems in the project	4.556	.549
There is continuous induction of local M & E experts in the project	4.776	.765
There are forma training courses on the M & E in the project	4.326	.432
There are short courses on the M & E in the project	4.653	.764
The content of the m & E training is approved by the relevant authority on management of the project	4.267	.421

### **Information Systems**

The study sought to establish the role of information systems on performance of gender mainstreaming projects in Nairobi County, Kenya. Findings were presented to statements posed in this regard with responses given on a five-point Likert scale (where 1 = Strongly Disagree; 2 = Disagree; 3 = Neutral; 4 = Agree; 5= Strongly Agree). The scores of 'strongly disagree' and 'disagree' have been taken to represent a statement not agreed upon, equivalent to mean score of 0 to 2.5. The score of 'Neutral' has been taken to represent a statement equivalent to a mean score of 2.6 to 3.4. The score of 'agree' and 'strongly agree' have been taken to represent a statement highly agreed upon equivalent to a mean score of 3.5 to 5.0. Table 3 presented the findings as tabulated, a majority of respondents were found to agree with the statement posed in regard to the role of information

systems on performance of gender mainstreaming projects in Nairobi County, Kenya. The study established that they used an automated systems to carry out M& E activities (Mean= 4.654). The respondents agreed that they used decision support systems for professional management (Mean= 4.765). The respondents agreed that there were formal training courses on the M & E in the project (Mean= 4.564). The respondents also agreed that they used management information systems for data /information reporting and storage (Mean= 4.223). The respondents indicated that the transactional systems in M& E activities helped in decision making (Mean= 4.256). The study results implied that information systems played a role on the performance of gender mainstreaming projects in Nairobi City County, Kenya.

**Table 3: Information Systems Statistics**

<b>Information Systems</b>	<b>Mean</b>	<b>Std. Dev</b>
We use automated systems to carry out M& E activities	4.654	.765
We use decision support systems for professional management	4.765	.876
There are forma training courses on the M & E in the project	4.564	.532
We use management information systems for data /information reporting and storage	4.223	.235
Transactional systems in M& E activities helps in decision making	4.256	.590

### Stakeholder Participation

The study sought to examine the role of stakeholder participation on performance of gender mainstreaming projects in Nairobi County, Kenya. This section presented findings to statements posed in this regard with responses given on a five-point Likert scale (where 1 = Strongly disagree; 2 = Disagree; 3 = Neutral; 4 = Agree; 5= Strongly Agree). The scores of 'strongly disagree' and 'disagree' were taken to represent a statement not agreed upon, equivalent to mean score of 0 to 2.5. The score of 'Neutral' was taken to represent a statement equivalent to a mean score of 2.6 to 3.4. The score of 'agree' and 'strongly agree' have been taken to represent a statement highly agreed upon equivalent to a mean score of 3.5 to 5.0.

Table 4 presented the findings as tabulated, a majority of respondents were found to agree with the

statement posed in regard to the role of stakeholder participation on performance of gender mainstreaming projects in Nairobi County, Kenya. The study established that they involved stakeholders during the needs assessment of project activities (Mean= 4.324. The respondents agreed that they consulted with the stakeholders' on project activities being implemented (Mean= 4.457). The respondents also agreed that they did offer the project stakeholders a chance during the budgeting process (Mean= 4.223). The respondents indicated that they used to get frequent feedback from the project stakeholders on the performance of the project (Mean= 4.213). The respondents agreed that feedback from the stakeholders in M& E activities helped in decision making (Mean= 4.543). The study results implied that stakeholder participation played a role on the performance of gender mainstreaming projects in Nairobi City County, Kenya.

**Table 4: Stakeholder Participation Statistics**

Stakeholder Participation	Mean	Std. Dev
Involve stakeholder s during the needs assessment of project activities	4.324	.765
We consult the stakeholders' on project activities being implemented	4.457	.876
We do offer the project stakeholders a chance during the budgeting process	4.564	.532
We use get frequent feedback from the project stakeholders on the performance of the project	4.223	.235
Feedback from the stakeholders in M& E activities helps in decision making	4.256	.590

### Performance of Gender Mainstreaming Projects

The study sought to examine the performance of gender mainstreaming projects in Nairobi County, Kenya. This section presents findings to statements posed in this regard with responses given on a five-point Likert scale (where 1 = Strongly disagree; 2 = Disagree; 3 = Neutral; 4 = Agree; 5= Strongly Agree). Table 5 presented the findings. The scores of 'strongly disagree' and 'disagree' have been taken to represent a statement not agreed upon, equivalent to mean score of 0 to 2.5. The score of 'Neutral' has been taken to represent a statement equivalent to a mean score of 2.6 to 3.4. The score of 'agree' and 'strongly agree' have been taken to represent a statement

highly agreed upon equivalent to a mean score of 3.5 to 5.0.

Table 5 presented the findings as tabulated, a majority of respondents were found to agree with performance of gender mainstreaming projects in Nairobi County, Kenya. The study established that timeliness of project delivery was well considered in the projects (Mean= 4.387. The respondents agreed that the nnumber of project deliverables were improving (Mean= 4.321). The respondents also agreed that the nnumber of project activities implemented were improving (Mean= 4.223). The respondents indicated that Cost of project (Mean=

4.145). The respondents agreed that feedback from the general level of satisfaction of project performance (Mean= 4.234). The study results

implied that participatory M & E played a role on the performance of gender mainstreaming projects in Nairobi City County, Kenya.

**Table 5: Performance of Projects Statistics**

Performance of Projects	Mean	Std. Dev
Timeliness of project delivery	4.654	.765
Number of project deliverables	4.765	.876
Number of project activities implemented	4.564	.532
Cost of project	4.223	.235
General level of satisfaction of project performance		
Timeliness of project delivery	4.256	.590

### Multiple Regression Analysis

According to the model summary Table 6, R was the correlation coefficient which showed the relationship between the independent variables and dependent variable. It was notable that there exists a strong positive relationship between the independent variables and dependent variable as shown by R value (0.833). The coefficient of determination ( $R^2$ ) explained the extent to which changes in the dependent variable could be explained by the change in the independent variables or the percentage of

variation in the dependent variable and the four independent variables that were studied explain 69.40% of the performance of gender mainstreaming projects as represented by the  $R^2$ . This therefore means that other factors not studied in this research contribute 30.60% to the performance of mainstreaming projects. This implied that these variables were very significant therefore need to be considered in any effort to improve performance of gender mainstreaming projects in Nairobi City County Kenya.

**Table 6: Model Summary (Overall)**

Model	R	$R^2$	Adjusted $R^2$	Std. Error of the Estimate
1	.833	.694	.672	.054

Further, the study revealed that the significance value is 0.000 which is less than 0.05 thus the model is statistically significance in predicting how M & planning, M & E training, information systems and stakeholder participation and performance of gender

mainstreaming projects. The F critical at 5% level of significance was 0.000. Since F calculated (34.585) is greater than the F critical (value = 21.766), this shows that the overall model was significant.

**Table 7: ANOVA**

Model		Sum of Squares	d.f	Mean Square	F	Sig.
1	Regression	88.124	4	22.031	34.585	.000
	Residual	38.856	61	.637		
	Total	126.980	99			

**NB:** F-critical Value = 21.766;

Further, the study ran the procedure of obtaining the

regression coefficients, and the results were as shown on the Table 8. Multiple regression analysis was

conducted as to determine the relationship between dependent variable and the independent four variables. As per the SPSS generated table above, the model equation would be ( $Y = \beta_0 + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + \beta_4X_4 + \epsilon$ ) becomes:  $Y = 9.747 + 0.870X_1 + 0.762X_2 + 0.732X_3 + 0.679X_4$ . This indicates that performance of gender mainstreaming projects = 9.747 + 0.870 (& E Planning) + 0.762 (M & E Training) + 0.732 (Information Systems) + 0.679 (Stakeholder Participation). According to the regression equation established, taking all factors into account (M & planning, M & E training, information systems and stakeholder participation) constant at zero, performance of gender mainstreaming projects was 9.747

The data findings analyzed also showed that taking all other independent variables at zero, a unit increase in

M & E planning will lead to a 0.876 increase in performance of gender mainstreaming projects, at 5% level of significance; M & E training had a 0.000 level of significance. A unit increase in M & E training will lead to a 0.762 increase in performance of gender mainstreaming projects, at 5% level of significance; information systems had a 0.002 level of significance. A unit increase in information systems will lead to 0.732 increases in performance of gender mainstreaming projects, at 5% level of significance; information systems had a 0.003 level of significance. A unit increase in stakeholder participation will lead to 0.679 increases in performance of gender mainstreaming projects, at 5% level of significance; stakeholder participation had a 0.007 level of significance.

**Table 8: Regression Coefficient Results**

Model	Unstandardized Coefficients		Standardized Coefficients	T	P-value.
	B	Std. Error	B		
<b>1</b> (Constant)	9.747	1.398		6.972	.000
M & E Planning	.870	.122	.644	7.138	.000
M & E Training	.762	.125	.632	6.097	.002
Information Systems	.732	.147	.559	4.976	.003
Stakeholder Participation	.679	.149	.521	4.545	.007

## CONCLUSIONS

The regression coefficients of the study showed that monitoring and evaluation planning has a significant positive influence performance of gender mainstreaming projects in Kenya. This implied that increasing levels monitoring and evaluation planning would increase the levels of performance of gender mainstreaming projects in Kenya. This showed that monitoring and evaluation planning has a strong positive influence performance of gender mainstreaming projects in Kenya.

Further, the regression coefficients of the study show that monitoring and evaluation training has a significant positive influence performance of gender

mainstreaming projects in Kenya. This implies that increasing levels monitoring and evaluation training would increase the levels of performance of gender mainstreaming projects in Kenya. This shows that monitoring and evaluation training has a strong positive influence performance of gender mainstreaming projects in Kenya

Additionally, the regression coefficients of the study showed that information systems have a significant positive influence performance of gender mainstreaming projects in Kenya. This implies that increasing levels information systems would increase the levels of performance of gender mainstreaming projects in Kenya. This shows that information

systems have a strong positive influence performance of gender mainstreaming projects in Kenya.

Finally, the regression coefficients of the study showed that stakeholder participation has a significant positive influence performance of gender mainstreaming projects in Kenya. This implied that increasing levels stakeholder participation would increase the levels of performance of gender mainstreaming projects in Kenya. This showed that stakeholder participation has a strong positive influence performance of gender mainstreaming projects in Kenya

### **RECOMMENDATIONS**

The study recommended that there is need to enhance M & E planning to improve performance of gender mainstreaming projects in Kenya. There is need to develop a strategic plan to enhance project mapping to conduct project outcomes. The plan should have a list of partnerships and collaboration to achieve desired results. The work break down structure should be developed to achieve the desired results.

The study established that M & E training played a role on the performance of gender mainstreaming projects in Nairobi City County, Kenya. The study recommends that there is need to enhance the relevance of the topics covered in the training. There was continuous induction of local M & E experts in the project. There should be formal training courses on the M & E in the project.

Based on the study findings that information systems played a role on the performance of gender mainstreaming projects in Nairobi City County, Kenya; the study recommends that there is need to improve on the use of an automated systems to carry out M&

E activities. There should be adequate decision support systems for professional management. There is need to have formal training courses on the M & E in the project. Further, there is need to have management information systems for data /information reporting and storage.

In regard to stakeholder participation the study established played a role on the performance of gender mainstreaming projects in Nairobi City County, Kenya. The study recommends that there is need to consult with the stakeholders' on project activities being implemented. The project stakeholders should have a chance during the budgeting process; get frequent feedback from the project stakeholders on the performance of the project.

### **Areas for Further Research**

Since the study utilized the multiple linear regression analysis model there is need for a similar study to be conducted using other models such as the ordinal regression model to determine whether similar or different results will be obtained. In addition to this the researcher only used one data collection instrument which was a closed-ended questionnaire there is need to explore the use of other instruments such as interview schedules, experimentation, observation among others. Finally, the study focused only on monitoring and evaluation planning, Monitoring and evaluation training, information systems and stakeholder participation as the participatory M & E There is need to conduct a study that will capture other factors which are considered important in participatory M & E to further improve on the performance of the gender mainstreaming projects in the country.

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