



**INFLUENCE OF CONSTITUTIONAL IMPLEMENTATION ON THE PROMOTION OF GENDER
EQUALITY IN KENYA. A CASE OF NAIROBI CITY COUNTY**

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ABSTRACT

Gender inequalities have for the longest time been a thorn in society's flesh and key concerns are inequalities in the division of responsibilities, access to and control over resources especially in developing countries. The main objective of this study was to find out the influence of constitutional implementation on the promotion of gender equality in Kenya. This is in the backdrop of the persistent problem of gender inequalities in the country as articulated in the study. Specifically the study focused on variables such as political representation, access to finance, access to social services and also government policy as these were the issues the study wanted to question in relation to how they are stipulated in the new constitution and how they in turn affect the quest to promote gender equality in Kenya. The target population is purposively derived from the county gender office comprising 24 staff, the national gender and equality commission having 40 members and the management of the Nairobi office of *maendeleo ya wanawake* organization having 35 staff. A census sampling technique method was used and data was collected through the use of questionnaires. The secondary data was obtained from published documents such as journals, periodicals, magazines and reports to supplement the primary data. A pilot study was conducted to pretest the validity and reliability of instruments for data collection. The data was analyzed by use of both qualitative and quantitative methods with the help of Statistical Package for Social Sciences (SPSS) version 21 and excel. The study established that independent variables influenced positively and significantly promotion of gender equality. The correlation and regression analysis showed that government policy was the most significant factor of the independent variables. The analysis also showed that government policy had the strongest positive influence on promotion of gender equality. In addition, access to finance, access to social services and political representation are positively correlated to promotion of gender. The study recommends that the government to ensure there is enough proper policies addressing ever changing gender trends, sufficient resources for constitutional implementation for promotion of gender equality, a career development that includes women should be encouraged within the organization and government guidelines to be amended not to favor particular groups of women than others, strategies to facilitate women funds to increase number of women accessing finance in Kenya, increase access to social services as it influence promotion of gender, and political representation in government allocation of women appointees should be considered for promotion of gender equality. Additionally, very little has been undertaken to explore constitutional implementation on promotion of gender equality thus the study call for further studies to be undertaken in Kenya for generalization of the findings of this study.

Key Words: *Constitutional Implementation, Gender Equality*

CHAPTER ONE

INTRODUCTION

This chapter aims at providing sufficient information for better understanding of the study. It examines the global contest and then narrows down to the issues that the study will address. The chapter provides the background information, statement of the problem, research objectives and research questions that underpin the study, significance, scope and limitations of the study.

Background to the study

Gender inequalities have for the longest time been a thorn in society's flesh. According to Wach, & Reeves (2000), of key concern are inequalities in the division of responsibilities, and access to and control over resources. Gender relations within the household are also important mediators of women's and men's life outcomes, as are gender relations within other institutions such as the community, market, and the state. This is in addition to other aspects of social diversity which cross-cut gender such as class, caste, age and race.

A lot of effort has gone into coming up with strategies to even up the skewed gender relations. These have been on many fronts from governmental, community and institutional. One of the tools that have been effective over the years in this attempt is constitutional reform. Most of the gender based constitutional amendments have been pushed for by human rights groups and especially women's rights organizations mainly because all over the world the observed pattern is that women are on the receiving end of the unequal gender relations. (Crawford, 2001)

Women have been facing a lot of challenges in the unequal gender relations which have in effect hampered their livelihoods. Key among

these challenges which need addressing is the unequal economic independence for both men and women. This is lopsided against women yet economic independence has been identified as one of the major factors that is a foundation for the equality desired, a boost to their esteem as well as a source of security. This is an issue which can be dealt with through legislation and enshrinement in the constitution for example in the form of a national employment advancement plan which seeks to raise the employment rates of women and to basically increase their participation in the labor market. The government may also address this by coming up with a strategy for the development of female entrepreneurship so as to reduce the number of unemployed women. The lack of a steady policy to close the gap that exists between men and women in participation of commercial activities has precipitated the ongoing financial crisis in various nations (Gruden, 2013).

Minayo, (2012) further asserts that devolution In Kenya like in many countries around the world is the vehicle that will engineer the transformation of relations between women and men. It is anticipated that through devolution, women's visibility in public life will increase; the voice of women in policy formulation and implementation will be enhanced; women will be facilitated to participate in and influence the process of determining development priorities and resource allocation for development purposes; and their capacity to participate in all levels of the county's life will be enabled through training and sensitization.

SID, (2012) reports that Kenya's constitutional and legislative provisions for devolution are true to the theory, principles and international best practices. Yet, the context within which Kenya is transitioning to devolution is not ideal. The

constitutional review process was hampered by a weak political will for reform, undermining attention to areas that would have enabled greater preparation for the transition to devolution and a realization of the expected gender benefits.

Global perspective on gender equality

Right from the advent of women's movements in the late 19th and early 20th century the constitution has been used to promote gender equality. According to Crawford, (2001:452), In the United States, women over 21 were first allowed to vote in the territories of Wyoming from 1869 and in Utah from 1870, and with the ratification of the Nineteenth Amendment the suffrage was extended to women across the United States in time for the 1920 presidential election. Women over 21 were allowed to vote in New Zealand from 1893, in Australia from 1894, and in Canada from 1919. Women in the UK were given the vote in 1918 if over 30 and meeting certain property qualifications, and in 1928 suffrage, extended to all women over the age of 21. All of the above progress in that respect had to be safeguarded in the constitution for it to be enforced and adhered to.

Another good example on the same is the republic of Croatia. Being a constitutional parliamentary democracy it places gender equality among its highest values as enshrined in article 3 of their constitution. It recognizes the promotion of gender equality as a prerequisite for sustained development and it is an expression of the political willingness of their highest legislative body to create an environment of equal opportunities and responsibilities for both genders. Although full implementation of the gender equality law has not been achieved mainly because of lack of

information and weaknesses in the law itself, it has laid a firm foundation for further legislation surrounding the same issue up to a point of parity. (Gruden, 2013).

According to Zanzi (2014), the promulgation of the new Constitution in Zimbabwe saw women celebrate the inclusion of provisions on gender equality and women's rights in the supreme law of the land. The new Constitution espouses the values and principles of gender equality. In fact from a gender perspective it stands out as one of the most progressive Constitutions. There has been a significant improvement from the Lancaster House Constitution, which had provisions which were retrogressive with regard to gender equality, allowing discrimination in areas where personal law was applicable. Commitment to the value of gender equality will be demonstrated through putting in place policies and legislation to promote gender equality and being guided by the same value in any decisions that have gender equality implications. Failure to do so will reflect a lack of genuine commitment to gender equality. It should be noted therefore that despite the provisions in the Constitution there is little evidence that much has yet been done to ensure gender equality becomes a reality in Zimbabwe, particularly for women who have been marginalized for centuries

Local perspective on gender equality

According to Thlimi (2013) The 2010 Constitution of Kenya recently replaced the 1963 Independence Constitution. Despite the amendment and inclusion of numerous sections in a variety of spheres, including land tenure, gender equality and anti-discrimination initiatives, implementation has been poor. In many instances, the law remains ostensibly unchanged, particularly at the local/rural scale.

According to a recent Bloomberg news bulletin, many women are still experiencing inequality especially with regard to land tenure. Male farmers simply refuse to put their wives' name on the deed. This feat is unreasonable upon examination of the statistics. In developing states, 10-20% of women are land holders according to the Food and Agricultural Organization (FAO). This is inconsequential compared to the fact that women are 43% of the global labor force.

The relevant clauses governing the 2010 Kenyan Constitution regarding gender equality are found under section 27 "Equality and freedom from discrimination" and section 60 on "principles of land policy," As follows Section 27 posits that every person is equal before the law and has the right to equal protection and equal benefit of the law whereby equality includes the full and equal enjoyment of all rights and fundamental freedoms, Women and men having the right to equal treatment, including the right to equal opportunities in political, economic, cultural and social spheres also the State shall not discriminate directly or indirectly against any person on any ground, including race, sex, pregnancy, marital status, health status, ethnic or social origin, colour, age, disability, religion, conscience, belief, culture, dress, language or birth. Similarly a person shall not discriminate directly or indirectly against that contemplated above. (Kenya constitution 2010)

To give full effect to the realization of the rights guaranteed under this Article, the State shall take legislative and other measures; redress any disadvantage suffered by individuals or groups because of past discrimination and Any measure taken under that clause shall adequately provide for any benefits to be on the basis of genuine need. Article 60 on the same breadth holds that

Land in Kenya shall be held, used and managed in accordance with the following principles; equitable access to land, Security of land rights, Elimination of gender discrimination in law, customs and practices related to land and property (Kenya constitution 2010)

Despite the newly enacted Constitution, Kenyan women continue to face hurdles regarding land tenure. Gender inequality predominantly applies to married women, who should have equal protection as per section 27 (4) of the Constitution. Unfortunately, many of these constitutional clauses remain unimplemented. One of the reasons for the discrepancy, according to Hubbie Hussein, co-founder of the NGO, Womankind Kenya, is that women continue to be viewed as property by men. Hussein states "It's so deep-rooted it's like a religion."(Thlimi 2013)

In Kenya women are vulnerable as violence against women is prevalent and it cuts across all social and tribal groups. The Kenyan society is a patriarchal society with widespread discrimination against women and a practical absence of women in positions of power in the socio-economic and political spheres. Poverty and traditionalism remain two serious obstacles to women's equal rights in Kenya. The UN Economic and Social Council noted that poverty in general inhibited the full enjoyment of human rights and that the situation where women had unequal access to resources ensured continuing discrimination (Houben&Hanlon 2003:12)

According to Houben&Hanlon (2003), Kenya became a State Party to the UN Convention on the Elimination of All Forms of Discrimination against Women on 9 March 1984 and when becoming a party to this Convention, Kenya made no reservations to the Convention. This basically means that as a country we have an

obligation to promote gender equality and methinks there is no better way to do it than going the constitutional way.

Among the issues suffered by women in Kenya and Nairobi in particular are as follows; domestic violence and marital rape, female genital mutilation, denial of property rights, degrading treatment, lack of political representation, inadequate access to finance, health and education, mistreatment by police as well as poor prison conditions and lack of control and decision making regarding reproduction. This study therefore seeks to explore and explain the ways in which the objective of gender equality can be achieved in Kenya by use of constitutional avenues as the issue has been addressed adequately therein. (Thlimi 2013)

Statement of the Problem

According to the United Nations Human Development Report, (2014), the gender inequality index (a measure of gender inequalities using the components of reproductive health, empowerment, education and economic status.) Kenya has quite a high gender inequality index of 0.548 while a country like Norway has a low gender inequality index of 0.068 whereby the numbers are interpreted to mean that the higher the index of a country the higher the levels of gender inequalities and vice versa.

The major cultural groups in Kenya share a patriarchal culture in which men own formally or informally the key productive assets such as land, livestock and medium to large businesses. A woman, for example, may milk the family cow and sell the milk products, but she could not sell the cow itself because it is “owned” by her husband. (World Bank, 2003)

In Kenya land is the primary asset whereby 70% of livelihoods are in agriculture and patrilineal inheritance traditions mean that men own all but a small portion of the land. In 2010, it became legal for women to have their name on a land deed, but women’s access to land is still controlled by men and only 3% of the land is owned by women (CEDAW 2011).

According to the DHS, (2010) in Kenya poverty among female headed households is particularly acute. The majority of these households are below the poverty line. They face greater time and mobility constraints than do the male headed ones. This leads to lower paying jobs for them more compatible with child care. Samburu County has 79% female-headed households largely due to our migration of men.

Grounded on the figures from the Inter-Parliamentary Union, women's representation in parliamentary bodies worldwide increases annually by a mere 0.5%, the percentage of women in ministerial levels remains at 14%, 9.4% are in the judiciary, and a miniscule of less than 5% occupy economic, political and executive positions. Women in Kenya similarly have realized little progress since the Beijing Platform for Action was adopted. There were only eight women in Kenya's recently dissolved 224-seat parliament. Yet women are said to account for 52 percent of the country's adult population and 60 percent of the voting population (Houben&Hanlon2003)

Gender inequality in Kenya is among the manifestations of the dualistic social, economic and political systems. This has been identified as a major impediment to the much anticipated economic take off of the country and thus it is imperative that all forms of inequalities especially gender inequalities be eliminated convincingly (Houben&Hanlon 2003). According

to Gisela Giesler (2007), on leadership and decision making, even though women form more than half the population of Kenya, they are grossly under-represented in leadership and decision-making positions, with. The situation is similar with regard to higher level public sector positions and in the private sector. There are many serious challenges facing women with leadership ambitions, even though many initiatives and projects seek to promote women leaders.

Widespread ignorance of the gender equality laws is also an issue. Many gender-related laws have been passed since 2009 including the National Framework on Gender Based Violence, political Parties Act, and the new constitution. In fact, Kenya has the most improvements in gender equitable laws between 2009 and 2011 of any country in the world (World Bank 2012). Yet few women and many judicial officials are unaware that for the first time, the new laws supersede customary laws governing gender roles (Giesler, 2007)

Objectives of the Study

General objective

The purpose of the study was to examine the influence of constitutional implementation on the promotion of gender equality in Kenya

Specific objectives

The specific objectives of the study were to:

- I. Establish the influence of political representation on promotion of gender equality in Kenya
- II. Determine the influence of access to finance on promotion of gender equality in Kenya
- III. Examine the influence of access to social services on promotion of gender equality in Kenya

- IV. Explore the influence of government policy on the promotion of gender equality in Kenya

Research Questions

The study was guided by the following research questions

- I. What is the influence of political representation on promotion of gender equality in Kenya?
- II. Does access to finance influence promotion of gender equality in Kenya?
- III. What is the influence of access to social services on promotion of gender equality in Kenya?
- IV. Does the government policy influence promotion of gender equality in Kenya?

Significance of the Study

This research study is significant to various sections of society as indicated below:

Policy makers and government-the formulation of policies on a sensitive issue such as gender relations requires an expansive scope of contributions from various stakeholders and this study with its recommendations plays that part of providing useful and insightful information to be used by policy makers in different realms as well as the government. In addition, the government can use this study as learning material in terms of constitutional implementation on gender issues to understand better the challenges and the opportunities therein and to therefore act accordingly.

Researchers-Research on gender issues is usually an ongoing process that keeps on generating new knowledge. Researchers interested in this field therefore needs this kind of a study to form a basis for new research and

also to review it in order to avoid duplication as well as identifying the trends used within it in terms of methodology. This will enable the researchers to learn the best practices on top of avoiding mistakes that they may note.

Students-there are many students in school who are interested in gender studies and also those who are concerned about the implementation of the constitution on gender issues. All of these will greatly benefit from this study as it is laden with such information that will make them knowledgeable in the said matters.

Human rights activists-this study has within it an agitation for the parity of gender thus it adds to the efforts of the numerous activists in the country doing the same. It is also a point of reference for them to challenge the implementing authorities to hasten and oversee the constitutional implementation process to the benefit of both men and women as envisioned.

The general Kenyan public- The study is important and noteworthy in Kenya especially because of the new constitutional dispensation. The study is therefore extremely relevant in showcasing the constitution as a credible answer to many societal ills. This study is also significant to Kenyans in terms of raising awareness especially to the oppressed gender. It will help them to better understand their constitutional entitlements thus becoming emboldened to agitate for their rights. Also as a society the more we know about the issue of gender inequality and how to remedy it, the more likely we are to deal with it effectively and in so doing to reap from the benefits of improved gender relations.

Scope of the study

The study is looking at the influence of constitutional implementation on the promotion

of gender equality in Kenya focusing on the period between the years 2000 to 2015. The target area is Nairobi County whereby the population is purposively derived from Nairobi county gender office, the national gender and equality commission and the management of *maendeleo ya wanawake*.

Limitations of the study

The study faced several limitations such as some targeted respondents were reluctant to share sensitive information while others misinterpreted the intentions behind the research and refused to provide accurate information for fear of disclosure. The suspicion normally associated with any kind of a research study. This was solved by assuring the respondent of utmost confidentiality and disclosing the academic purpose and intention of the study. However, by discussing the relevance of the study to the respondents it helped to provide the required information. The researcher presented an introduction letter from the university to the organization management and this helped to avoid suspicion and enabled the management to allow staff to disclose much of the information being sought by the study.

Another challenge is scarcity of data on the selected topic in Kenya. This is because the research area has not previously attracted as much attention as is the case in many other African countries but the researcher will use comparative methods by looking at data from other countries and put it in perspective of the Kenyan situation. The researcher would have also wanted to carry out this study on a larger scale so as to evaluate as many variables as possible however this will be overcome as the findings will be generalized over a larger area.

The issue of unreturned questionnaires and uncooperative respondents proved somehow

difficult during the study. The respondents were assured that the research was only for academic writing work and would not jeopardize their positions in any way. Follow ups were also be made to facilitate the response rate. The organization confidentiality policy somehow restricted most of the respondents from answering some of the questionnaires since it was considered to be against the judiciary confidentiality policy to expose the judiciary confidential matters. This was solved by assuring the respondent of utmost confidentiality and disclosing the academic purpose and intention of the study.

CHAPTER TWO

LITERATURE REVIEW

Introduction

This chapter discusses previous studies relevant to the researcher's topic of study. The study within this review of literature focuses on objectives set out in chapter one. By exploring these areas of literature, a significant contribution is made to this research. The first section of the review focuses on the important theories in relation to the influence of constitutional implementation on the promotion of gender equality. In the second section conceptual framework of the study is stipulated. The last section provides empirical work on promotion of gender equality followed by the research gap, critique and lastly the summary of the chapter.

Theoretical framework

This is a group of concepts that are broadly defined and systematically organized to provide a focus, a rationale and a tool for the integration and interpretation of information. It explains in

narrative form the thing to be studied that is the key factors, concepts or variables and the perceived relationships among them. (Miles&Huberman, 1994) Theoretical frameworks are explanations about a phenomenon and according to Marriam (2001) it provides the researcher the lens to view the world. According to Evenett&Hoekman, (2008), theories can be classified according to their scope, function, structure and levels. Several theories and models have been put forward by scholars to explain the field of gender equality as well as constitutionalism. A theory is an accepted piece of information that attempts to provide a plausible or rational explanation of cause- and-effect (causal) relationship among a group of observed phenomenon (Kothari, 2004).

Liberal Feminism Theory

Liberal feminism as propounded by Mary Wollstonecraft and Betty Freidan in the mid-18th century claims that gender differences are not based in biology, and therefore that women and men are not all that different and their common humanity supersedes their procreative differentiation. If women and men are not different, then they should not be treated differently under the law. Women should have the same rights as men and the same educational and work opportunities (Judith lorber, 1999)

Tong (2001) suggests that the liberal feminist theory attempts to describe women's oppression, to explain its causes and consequences, and to prescribe strategies for women's liberation. The liberal feminist activists focus has been concerned with visible sources of gender discrimination, such as gendered job markets and inequitable wage scales, and with getting women into positions of authority in the professions, government, and cultural

institutions. That means encouraging men to train for such jobs as nursing, teaching, and secretary, and women for fields like engineering, construction, and police work. With a diverse pool of qualified applicants, employers can be legally mandated to hire enough different workers to achieve a reasonable balance in their workforce, and to pay them the same and also give an equal chance to advance in their careers.

This theory is relevant to this study because it emphasizes equal individual rights and liberties for women and men and downplaying sexual differences. Liberal feminism is the most widely accepted social and political philosophy among feminists. It defends the equal rationality of the sexes and emphasizes the importance of structuring social, familial, and sexual roles in ways that promote women's and men's autonomous self-fulfillment. While rejecting strong claims of sexual difference that might underwrite different and potentially hierarchical rights and social roles, liberal feminists otherwise avoid the promotion of particular conceptions of the good life for either men or women, instead defending a broad sphere of neutrality and privacy within which individuals may pursue forms of life most agreeable to them. (Sample, R. 2004)

Constitutional Theory

This theory as forwarded by Bruce Ackerman (1980) says that a constitution is a legal system consisting of man-made rules, procedures, commands, instructions, directives, prescriptions, prohibitions, permissions, norms, standards and other things of that kind. Its normative meaning is that all the things be they objects, persons or organizations to which it applies should obey or follow its prescriptions and act in conformity with its rules and

procedures in so far as these define their position within the different systems.

According to Williams, S. (2009), Constitutionalism is sweeping the world. Since 1990, at least 110 countries around the globe have been engaged in writing new constitutions or major revisions of old ones. In many of these countries, issues of gender equality have been a central concern in the constitutional process. Women have been active participants in these constitutional projects, and they have worked for the inclusion of a broad range of constitutional provisions and mechanisms to promote gender equality. Jackson, V. (2004) says that Human dignity has become an important part of the transnational vocabulary of constitutionalism and human rights as envisaged in the Preamble of the United Nations Charter expressing belief in the "dignity and worth of the human person".

This theory is relevant to this study in showing that law is pervasive and affects many aspects of people's lives, women and men alike; specifically law and justice impact people's capacity to accumulate endowments, enjoy returns to such endowments, access rights and resources, and act as free, autonomous agents in society. Inequalities in endowments, access to resources and rights, social (and household) status, voice and agency are perpetuated, contested and redressed through norms and the institutions established or resulting from such norms, be they social or legal. Although these inequalities affect both women and men, women are lagging behind men in many fields. (Chiongson, & Fortuna, 2010)

Social Contract Theory

This theory's main proponent is Jean Jacques Rousseau and it defines a hypothetical or actual

agreement between society and its state. This agreement has been said to be responsible for the bases of our moral decisions and stances. In other words we merely abide by the governments rules and regulations in the hope that others will do the same, subsequently leading to a more secure and comfortable life. It also explains how man went from his state of autonomy to the modern condition, dominated by inequality, dependency, violence and unhappiness. Written in 1762 the opening sentence, 'man is born free; and everywhere he is in chains', resonates with a willingness to understand the origin of inequalities as well as commitment to provide solutions for the said predicament.

In the spirit of the social contract theory the constitution is such an agreement between the 'sovereign' that is the people and the government whereby it cannot be doubted that constitutions have created a framework of law that responds in a very direct and unequivocal manner to the age-old discrimination against women. It thus provides a tremendous opportunity for mainstreaming women into the wider community. It attacks both public and private acts and decisions that have been used to exclude women from important aspects of life. While it makes general pronouncements that should apply across the board it also allows for women-specific interventions such as affirmative action and numerical quotas in public institutions thus recognizing the insufficiency of bare formal equality. Merely providing for gender neutral laws may obscure the structural inequalities that women may face when they attempt to take advantage of the opportunities provided by the law. (Odhiambo, R. 2015).

Hegemonic Masculinity Theory

R.W. Connell the proposer of the theory claims that there is a pattern of practice that has allowed men's dominance over women to continue. This is to mean that there exist practices that promote the dominant social position of men, and the subordinate social position of women. Conceptually, hegemonic masculinity proposes to explain how and why men maintain dominant social roles over women, and other gender identities, which are perceived as "feminine" in a given society.

If maleness is biological, then masculinity is cultural. Indeed, masculinity can never float free of culture. On the contrary, it is the child of culture, shaped and expressed differently at different times in different circumstances in different places by individuals and groups (Berger, 1995). Men are not born with masculinity as part of their genetic make-up; rather it is something into which they are acculturated and which is composed of social codes of behavior which they learn to reproduce in culturally appropriate ways. Masculinity and femininity, as characteristic of men and women, exist only as sociocultural constructions and not as the property of persons. Indeed, they are no more than a set of assumptions which people hold about each other and themselves in certain contexts (Beynon, 2002).

The relevance of this theory in this study is in line with the fact that it looks at these roles as culturally constructed whereby culture being accommodative of changes it provides a chance to remedy the existing unequal gender relations as well as prompting the understanding of gender inequalities in access, opportunities and liberty from a cultural point of view.

Conceptual Framework

A Conceptual framework is a hypothesized model identifying the concepts under study and their relationships. According to Mugenda & Mugenda, (2003), the purpose of a conceptual framework is to help the reader to quickly see the proposed relationship between the independent and dependent variables. According to (Kothari, 2004), conceptual framework is a concise description of the phenomenon under study accompanied by a graphical or visual depiction of the major variables of the study. (Young, 2009) defines conceptual framework as a diagrammatical representation that shows the relationship between the dependent variable and the independent variables.

Conceptual frameworks provide a clear concept of the areas in which meaningful relationships of variables are likely to exist (Kothari, 2008). A concept being an abstract or general idea inferred or derived from specific instances (Kombo & Tromp, 2009, Miles & Huberman, 1994 and Reichel and Ramey, 1987). A conceptual framework is a research tool intended to assist a researcher to develop awareness and understanding of the situation under scrutiny and to communicate it. When clearly articulated, a conceptual framework has potential usefulness as a tool to assist a researcher to make meaning of subsequent findings. It forms part of the agenda for negotiation to be scrutinized, tested, reviewed and reformed as a result of investigation and it explains the possible connections between the variables (Smyth, 2004).

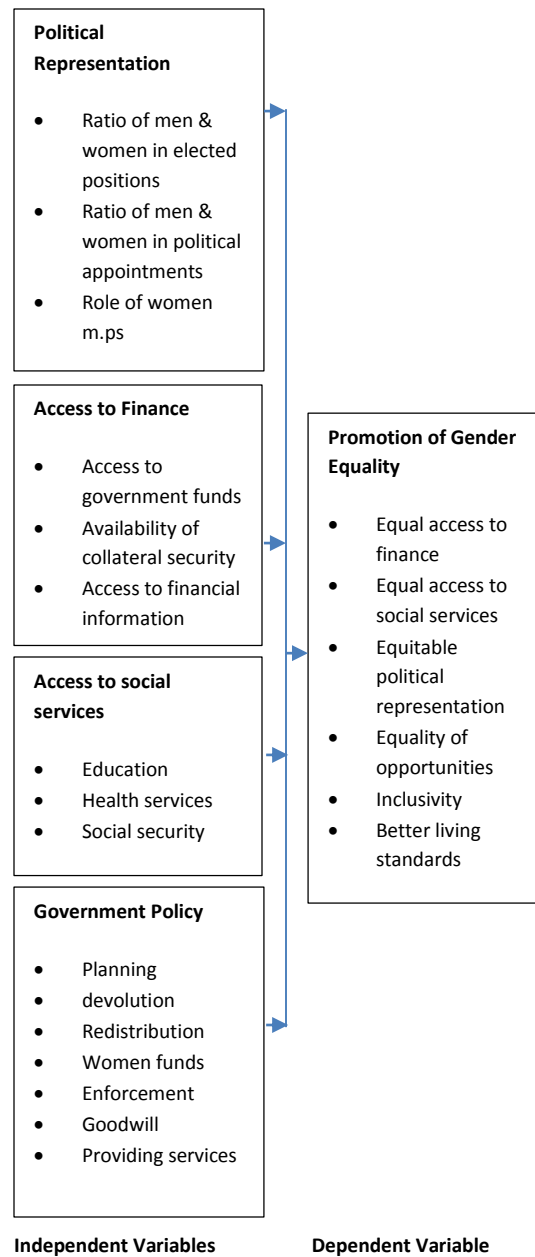


Figure 2.1: Conceptual Framework

Empirical Review

Political Representation

According to the UNDP report on the regional dialogue on women's political leadership, 2012 women's political participation in Kenya has come a long way and women have constantly fought for space in the political arena but with minimal gains. The promulgation of the Constitution of Kenya 2010 was therefore a

major milestone in the fight towards gender equality as it opened up spaces for women's participation in decision-making processes. Articles 27 (8) and 81 (b) provide that no more than two-thirds of the members of elective or appointive bodies shall be of the same gender.

The National Assembly consists of 290 directly elected members from the 290 constituencies, 47 women members elected to represent women from each individual county, and 12 members nominated by political parties. Sixteen women were directly elected from the single-member constituencies, accounting for only 6 percent of the directly elected Members of the National Assembly, which compares to the previous 8 percent (16 women out of the 210 constituencies). Out of the 12 members to be nominated by political parties, five women were nominated. Considering that the 10th Parliament had six nominated women, the current number has fallen. Women's representation at the county level was realized by the direct election of 47 women to the National Assembly. Overall, the current National Assembly has 68 women, which translates into 19.4 percent of the total membership of the National Assembly. (FIDA, 2013)

As currently constituted, the Senate consists of 47 directly elected members from the 47 counties; 16 women members nominated from party lists in proportion to the number of seats won by each political party; and four members nominated by political parties; two representing Persons with Disabilities and two representing the youth. No woman was directly elected to the Senate. As such, the total number of women in the Senate is 18, representing 27 percent of the Senate membership. After the elections, the Jubilee Government established 18 ministries. Six women Cabinet Secretaries were nominated

by, and subsequently appointed to, the Cabinet by the President. (FIDA, 2013)

According to data from the United Nations Agency on Women (UN Women, 2015) only 22 per cent of all national parliamentarians were female as of January 2015, a slow increase from 11.3 per cent in 1995. As of January 2015, 10 women served as Head of State and 14 served as Head of Government. Rwanda had the highest number of women parliamentarians worldwide with women there having won 63.8 per cent of seats in the lower house. Globally, there are 38 States in which women account for less than 10 per cent of parliamentarians in single or lower houses, as of January 2015, including 5 chambers with no women at all.

Dahlerup, D. (2006) explains that given the slow speed at which the number of women in politics is growing, different policy and constitutional measures are being introduced to reach gender balance in political institutions. For example, quotas present one such mechanism to increase, and safeguard, women's presence in parliaments and they are now being introduced the world over where Kenya is not an exception as per the promulgated constitution of 2010 which directs that no more than two thirds (2/3) of all public seats shall be held by a single gender. Quotas for women entail that women must constitute a certain number or percentage of the members of a body, whether it is a candidate list, a parliamentary assembly, a committee or a government. Quotas aim at increasing women's representation in publicly elected or appointed institutions such as governments, parliaments and local councils.

In 2005, more than 40 countries have introduced electoral quotas by amending the constitution or introducing different types of legislation. In more than 50 other countries, major political parties

have voluntarily introduced quotas requiring women to comprise a certain percentage of the candidates they nominate for election. Because of quotas, countries like Argentina, Costa Rica, Mozambique, Rwanda and South Africa are now contending with the Nordic countries as world leaders, countries which for many decades have topped the ranking in terms of women's parliamentary representation. (Dahlerup, D. 2006).

The foregoing scrutiny of constitutional gains for women is necessary and clear proof that the highest and most influential law of the land has provided a suitable and favorable ground for women to pursue their civic and political rights. . Implementing bodies had wide discretion and constitutional backing to significantly expand the space for women's participation through faithful implementation, as well as formulation, of positive measures inspired by the Constitution. Unfortunately, despite these very progressive gains, the experiences and performance of women during the 2013 elections was not as significantly altered as expected. This outcome is largely due to explicit violation or half-hearted implementation of the Constitution. (FIDA, 2013)

Access to Finance

The ILO, (2008) reported that financial availability and accessibility is one of the major barriers and constraints to growth. The observed pattern in many parts of the world and Kenya in particular show that women face more hindrances in accessing finance. The factors that inhibit credit availability to women include: lack of start-up(seed) capital; lack of awareness of existing credit schemes; high interest rates; lengthy and vigorous procedures for loan applications; and, lack of collateral security for finance among other interrelated reasons.

Kenya, like many other developing countries, is characterized by inequalities in human development. Inequality may have different implications in different contexts. In this context, inequality is viewed as the disparity in the distribution of indicators attributed to human development in the economic arena. Gender inequalities often manifest themselves in the form of differential access to resources and opportunities. Current assessments indicate that women, especially those in rural areas, are particularly disadvantaged, with their labor often undervalued and underutilized. Generally, women in Kenya are more likely to be unemployed than men and have lower average incomes. The result is that more women than men are poor. (HDR), 2001)

Mogens, j. (2014,) observes that women's economic empowerment is first and foremost a rights issue but it is also "smart economics" as ensuring women's equal access to resources increases overall productivity and growth as well as improved access to nutrition, health care and education for her family. He continues to say that Global calls to fight discrimination are based on a nearly universal commitment by United Nations Member States to gender equality and the advancement of women's rights and empowerment. These commitments are enshrined in global treaties such as the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), and reflected in policy commitments such as the 1995 Beijing Platform for Action, the outcome of the International Conference on Population and Development in 1994, the United Nations Conference on Sustainable Development (Rio+20), as well as in relevant outcomes of the UN General Assembly.

The government of Kenya recognizes the important role played by its women population in poverty eradication and attainment of sustainable development. This is evidenced by the introduction of the women enterprise fund in 2007, a revolving fund which is both a flagship project in Kenya's vision 2030 and also a means towards the realization of the Millennium Development Goal (MDG) on gender equality and women empowerment

The Fund, as is currently constituted under the Financial Regulations, faces constraints that may hinder the attainment of its objectives. Its legal capacity to contract with development partners, financiers and other parties is limited thus unable to foster much needed partnerships and fund raising activities among others. The Fund also faces challenge in attracting qualified and experienced officers. It has to depend on the parent ministry's field staff that is not directly accountable to the Fund. These officers have their regular core duties while the Fund's activities are peripheral. This compromises the Fund's efficiency and effectiveness. It is therefore imperative to give the Fund legal independence through appropriate legislation that is superior to current regulations. It is expected that such legal independence will enable the Fund to effectively engage other parties and deliver on its mandates. (Women enterprise fund strategic plan 2009-2012)

Access to Social Services

According to Okello, D. (2004), in Kenya, differences in share of social services are observed across genders, regions and even specific segments of the population. For instance the doctor-patient ratio is about 1:20,700 in Central but 1:120,000 in North Eastern. Also, about 93% of women in North Eastern province have no education at all, compared with only

about 3% in Central province. The enrolment rates for women are lower than that of men. Illiteracy, among females is almost twice that of males, about 22% and 14% respectively. While 91.8 % of the female in the Nairobi are literate, only 6.4% are in North Eastern Province. About 93% of women in North Eastern province have no education at all. On the overall, these education indicators are worse off in respect to women than men. (S.I.D, 2004)

Education and training reduce the chances of falling back into poverty. Females in Kenya generally have lower levels of education compared to males. A long-term remedy to alleviate poverty would be to invest in poor people, especially women, particularly in their education and training, and to bring them into the mainstream of development preferably through legislative processes. Gender parity has almost been achieved nationally especially in primary schooling. However, there are disparities in regions especially in arid and semi-arid lands, areas of informal settlements and hard to reach areas. Gender disparities are evident as one goes up the education ladder (wango, 2011)

Wango, (2011), further observes that there is clear evidence that the new Kenyan Constitution is one of the most progressive, comprehensive and modern Constitutions in the world. It provides several underlying principles, values and rights in conformity with social economic and cultural rights in the overall Government organization and design. Inevitably, this has various implications on education in Kenya as a developing country.

Payne, (2003) proposes that biological or sex differences between women and men affect their need for health care. Women's reproductive capacities give them 'special needs'

relating to fertility control, pregnancy and childbirth. But there is also a growing volume of evidence to show that biological differences go far beyond the reproductive system with genetic, hormonal and metabolic variations affecting male and female patterns for disease. Health is also shaped by social gender. Differences in the living and working conditions of women and men and in their access to a wide range of resources put them at differential risk of developing some health problems, while protecting them from others. Gender also influences the experiences of women and men as users of health care.

On June 1, 2013, the Government of Kenya took action to address this problem of access to healthcare by initiating a policy of free maternity services in all public facilities, effective immediately. Health facilities soon began to feel the effect of this policy. On the day of the announcement, Pumwani Maternity Hospital delivered an unprecedented 100 births. By July, the Director of Public Health and Sanitation estimated a 10% increase in deliveries across the country, with increases of 50% in certain counties. In some facilities, these numbers have been even higher. According to representatives of Kenyatta National Hospital (KNH), within a month the number of pregnant women seeking maternal care had increased by 100 per cent. (Bourbonnais, N. 2013)

This is gender integration which implies that policies and programs take gender norms into account and compensate for gender-based inequalities that create barriers to health for men and women. Gender-based inequalities between men and women can occur through differences in roles, access to and control over resources (economic, political, legal, social, information and education, time, and mobility),

and in power and decision-making. Depending on how gender is integrated, health programs can exploit and perpetuate gender inequalities, accommodate gender differences, or transform gender relations (Karen Hardee 2005)

Government Policy

According to FIDA, (2014), for a very long time, Kenyan legislation and policy have not been addressing the prevalent gender equity and equality issues that hamper women's political participation and representation, access to resources and services, among other social ills. This reality changed during the historic constitutional referendum held on August 4, 2010 where Kenyans voted in favor of a new Constitution that aims to enable men and women to realize equal rights and opportunities.

Devolution, the major transformative force in the new constitution is by far the most significant initiative in governance that Kenya has undertaken since independence. Devolution empowers citizens to exercise their democratic rights both at national and county levels in order to realize social, political and economic development. The country has over the years implemented various gender equality and women's empowerment intervention programs and policies to achieve gender parity wherefore in 2010; Kenya adopted a Constitution that promotes gender equality and women empowerment driven by devolution. (Government of the Republic of Kenya, 2013)

Women's participation in leadership, governance and decision-making has increased from 20.5 percent in 2008 to 38.6 percent in 2012 due to the affirmative action measures. Notably the two thirds rule of gender representation and also the inclusion of gender mainstreaming in the performance contracting

process has strengthened accountability on gender equality in public service. Women are progressively realizing their potential in all sectors especially in agriculture, education and sexual reproductive health rights. . (Government of the Republic of Kenya, 2013)

The Constitution of Kenya 2010 is poised to contribute greatly to the transformation of policies concerned with gender relations in the country. Responding to the collective experience of women in Kenya, the Constitution acknowledges their systematic discrimination over time and the need for special measures to remedy the situation. The Constitution requires that affirmative action measures are put in place to redress past discrimination suffered by individuals or groups. Premised on the need to take government and its services closer to the people, if implemented effectively the devolved government will contribute to equalization between women and men in relation to access to opportunities and resources. (Minayo, L. 2012)

Gender Equality

Gender equality means a social order in which men and women share the same opportunities and the same constraints in the economic, social and political realms of life. There is little doubt that women have historically been accorded less than favorable treatment in these spheres compared with men. This difference has stemmed from mere sexual or biological distinction between male and female; a distinction that has been used as the basis for ascription of roles and entitlements to these sexes (Odhiambo, 2011)

The 2010 constitution is arguably the most pro-citizen framework that Kenya has or will probably ever have. It encapsulates principles of

social justice and inculcates a culture of respect for human rights. The bill of rights transcends the classical notions of human rights that were limited to civil and political rights only and embraces the concept of social, economic and cultural rights. Such an expanded list of entitlements clearly responds to the specific needs of women. For women and girls, there is even more to celebrate (Gruden, 2013)

Evidence demonstrates that, in economies where gender equality is greater in terms of both opportunities and benefits, there is not only higher economic growth but also a better quality of life. Addressing gender inequalities and empowering women are vital to meeting the challenge of improving food and nutrition security, and enabling poor rural people to overcome poverty. Agricultural growth is enhanced if both women and men are enabled to participate fully as economic actors. (Sample, 2004)

Despite increasing evidence that women's improved capabilities and welfare are strongly linked to poverty reduction improvements such as lower infant mortality and child malnutrition, gender inequalities continue to be inordinately large in the developing world. At present, with few exceptions, rural women fare worse than rural men, and urban women and men, against every Millennium Development Goal indicator for which data are available. (UNHDR: 2013)

If women had equal access to productive inputs, the Food and Agriculture Organization of the United Nations (FAO) estimates that yields from women's farms would increase by 20-30 per cent and total agricultural output by 2.5-4.0 per cent in developing countries. In effect, this would reduce the number of hungry people globally by 12-17 per cent, or 100 million to 150 million people. Empowering women and girls is an

essential part of the solution to some of today's most serious global challenges: food security, poverty reduction and sustainable development. Gender equality and women's empowerment are now recognized as lying at the heart of achieving in harmony all the Development Goals (UNHDR: 2013)

Critique of Literature Review

In answering the research questions the data reviewed falls short in some crucial aspects while at the same time highlighting other important areas thus providing a basis for the study to build on the strengths and to give recommendations for the weaknesses; for example, on political representation the data mainly focuses on providing information on how women are under-represented mainly due to systemic problems and how they can be remedied (FIDA, 2013). Another scholar Dahlerup.D, (2006) explains that the number of women in politics is growing at a very slow pace and gives this as the reason for the implementation of measures such as quotas aiming at increasing women representation in publicly elected or appointed institutions. Among the strength within this data is the availability of much statistical evidence to support the claims of poor representation ranging from various countries but the weakness is that on that point of political representation there is not much else that has been proposed to deal with the problem apart from the quota system. Thus the study will look to recommend more ways to improve the political equity between male and females.

The data collected on access to finance as forwarded by Mogens, j. (2014) observes that women's economic empowerment is first and foremost a human rights issue but that it is also smart economics as ensuring their equal access to resources increases overall productivity and

growth and other benefits of which this is a strength within the literature reviewed in terms of painting a vivid mental picture for the reader to get a wholesome understanding of the topic.

According to the women enterprise fund strategic plan (2009-2012), the government of Kenya recognizes the importance of incorporating women in poverty eradication and attainment of sustainable development and this is through the introduction of the women enterprise fund but the weakness therein is that it does not really give a break down to make it easier for the women to access this funds especially those in the rural areas and the urban poor.

On social services lots of statistics have been provided to show the varying levels of inequalities in different regions in the country as well as in the different segments in the population. For example Okello, D. (2004) asserts that the doctor patient ratio in central is about 1:20700 but 1:120000 in north eastern. Also about 93% of women in north eastern have no education at all compared with only about 3% in central province however the data contains a weakness in that it does not fully depict the various differences that exist in access among the various groups of the disadvantaged group of women. This is because in this respect there are various categories of women who experience limited access to the above resources differently.

On the effects of government policy minayo, (2012) posits that the Kenyan constitution acknowledges the systematic discrimination of women over time and thus the need for special measures to be taken to remedy the situation. The data reviewed mainly recognizes the direction being taken by governments in order to minimize gender inequalities but the researcher finds that it is wanting in proposing the

participation of women in the formulation of the said policies as one of the ways in which to achieve gender parity. Lastly on the theories explored one general weakness is their lack of the contemporary considerations for example issues to do with improved technology instead they focus much attention to classical and neo classical manifestations of gender disparities

Research Gap

Most of the work reviewed looks at gender inequality origins as well as possible measures to eliminate it but there is limited information that relates this problem to the constitutional solution thus this is where the researcher will concentrate efforts in order to replenish the pool of knowledge with the much needed data.

On political representation, the data reviewed has left out the issue to do with political equity and the benefits thereof. This is an area that the study will explore in depth so as to bring to the fore how political inclusivity is a constitutional tool for elimination of gender inequalities.

When it comes to the variable access to finance data has talked much about inequalities in access but the gap seen here is that even though there may be efforts which have been taken to bring equality in access the major impediment remains as access to collateral for receiving of financial services. This has been addressed in the constitution in the property laws especially regarding inheritance where women have been for the longest time disadvantaged.

Women also are the ones who are relatively supposed to consume social services like education and healthcare more than men but it's not the case. The inequalities therein have been highlighted but the gap emerges whereby there is not much data reviewed that talks about the affordability of this services and how this

contributes to gender inequalities. Another issue not well documented on this which the study will address is the fact that the decision making process on access to social services is also negatively skewed against women also having its ramifications.

The literature reviewed on government policy talks much on the need to do more research while making gender biased policies as well as ensuring the equal participation of the sexes in the policy formulation process. The gap to be addressed by the study is mostly on the issue of implementation and enforcement of these policies. This is because there is the realization that there is no shortage of policies but it's the lack of political will to implement that is aggravating the gender inequalities.

Within the constitution is found the bill of rights which is a very important and clear guideline on how people should be treated by others as well as by the state. It is therefore surprising to find that gender inequalities abound in Kenya while there is already a constitutional remedy which is fundamentally enshrined thus all in all this is the research gap that the study will address itself to.

Summary

From the literature review it is evident that gender inequalities have been prevalent for a long period and solutions are continuously being sought to bring about parity. Also women have emerged as the disadvantaged gender within the relations thus the need for focused actions that will alleviate the situation. The literature review in the articulated issues is in itself a clear justification as to the need for this study.

CHAPTER THREE

RESEARCH METHODOLOGY

Introduction

This chapter focuses on the research design and methodology that was employed to gather data for the study. In this chapter, the researcher discusses the research design that describes the research approach, research perspectives, and the type of research method that was used in this study. Also included are population, sampling frame, sample and sampling technique, Instruments, data collection procedures, pilot study, data processing and analysis.

Research Design

A research design is the plan, structure of investigation conceived to obtain answers to research questions that includes an outline of the research work from hypothesis, methods and procedures for collecting and analyzing data and presenting the results in a form that can be understood by all (Mugenda&Mugenda, 1999). This study was a descriptive research that employed a descriptive research design. This is because the study intended to obtain an in depth understanding of the influence of constitutional implementation on promotion of gender equality. According to Mugenda&Mugenda, (2003), descriptive research is used to obtain information concerning current status of the phenomena to describe “what exists” with respect to variables in a situation. Descriptive study aims to gather data without any manipulation of the research context and deals with naturally occurring phenomena, where study has no control over the variables (Mugenda&Mugenda, 2003).The study considered this design appropriate since it contributed towards minimizing bias hence maximize reliability of the data.

The design enabled the study to combine both quantitative and qualitative research approaches. Qualitative approaches enabled collection of data in form of words rather than numbers. It provided verbal descriptions rather than numerical (Kothari, 2009). According to Mugenda and Mugenda, (2003), qualitative methods can be used to gain in depth information that may be difficult to convey quantitatively. Quantitative approaches strive for precision by focusing on items that can be counted into predetermined categories and subjected to statistical analysis (Simiyu, 2012). The use of these two approaches reinforced each other (Komboet *al.*, 2006). The study used this approach because the data collected using the main questionnaire was quantitative which was analyzed using statistics. Qualitative approach on the other hand involved interpretation of phenomena without depending on numerical measurements or statistical methods.

Target Population

Kothari (2004) describe population as the entire group of individuals or items under consideration in any field of inquiry and have a common attribute. Target population is the members of a real or hypothetical set of people, events or objects the researcher wishes to generalize the results of the research. Target population refers to the entire group of individuals or objects from which the study seeks to generalize its findings (Cooper and Schindler, 2008). A population is the aggregate of all cases that conform to some designated set of specifications (Paton, 2002). Population in this study is the larger group from which the sample is taken. According to Mugenda, (2003) target population is a complete set of individual, cases or objects with some common observable characteristics. It is the population to which the

researcher wants to generalize results of the study. The target population of this study was comprised of 100 staff from different organizations promoting gender equality in Nairobi County, which is 40 staff from the national gender and equality commission, 24 staff from the county gender office and 35 staff from *maendeleo ya wanawake* organization to make 99 respondents.

Table 3.1: Target Population

Categories of respondents	Target population	Percentage
County gender office	24	24
National gender and equality commission	40	41
<i>Maendeleo ya wanawake</i>	35	35
Total	99	100

Sample size and Sampling Technique

Sampling is a process of selecting a number of individuals from a population such that the selected group contains elements representative or the characteristics found in the entire group (Kombo, 2010). The study used purposive sampling design so as to target the group of people believed to be reliable for the study. Kothari (2009), Bryman & Bell (2003), define a sample size as a representation of a total population enumerated for analysis. Gall & Borg (2008) defines a sample as a carefully selected subgroup that represents the whole population in terms of characteristics. The sample size depended on what the researcher wanted to know, the purpose of the inquiry, what was at stake, what would be useful, what

would have credibility and what could be done with available time and resources (Sekaran, 2003). The population was small and manageable for data collection; therefore the study adopted census sampling technique. It is also supported by Neuman (2000) who argues that taking a census of the target population is applicable if it is small, manageable and can provide sufficient information for the study.

Research instrument & Data Collection Techniques

The study used questionnaires to collect primary data from the respondents as research tools (Kothari, 2005). Young, (2009) points out that, questionnaires are appropriate for studies since they collect information that is not directly observable as they inquire about feelings, motivations, attitudes, accomplishments as well as experiences of individuals. They further observed that questionnaires have the added advantage of being less costly and using less time as instruments of data collection. The questionnaire, which was semi-structured, was administered through drop and pick-later method to the sampled population. For the main purpose of this research, the study collected primary data and compared it with the available secondary data for the literature review. In a self-administered questionnaire a respondent had the advantage of asking a question when it is not clear to them (Chandran, 2004). Self-administered questionnaires allow the participants to respond to the questions by themselves and at their own pace. They eased the respondents' burden by giving them the time to think through their responses (Monsen & Horn, 2008).

According to Sekaran (2003) data collection is the means by which information is obtained from the selected subject of an investigation. The study used both primary and secondary data

during the study. Primary data was collected using questionnaires that were given to respondents who formed units of observation for the study. These respondents were specifically targeted for their ability to provide pertinent information to the study. The questionnaire consisted of two sections, where the first part mainly contained demographic information. This enabled the study to know the nature of the respondents, while the second part focused on the influence of constitutional implementation on the promotion of gender equality.

Pilot Study

According to Borden&Abbott (2008), pilot study is as a small-scale version of the study used to establish procedures, materials and parameters to be used in the full study. According to (Cooper and Schindler, 2010), pilot test is conducted to detect weaknesses in design and instrumentation and to provide proxy data for selection of a probability sample. Pilot study is an activity that assists the researcher in determining if there are flaws, limitations, or other weaknesses within the interview design and allows him or her to make the necessary revisions prior to the implementation of the study (Bridget &Lewan, 2005).

The pilot study involved pre-testing the questionnaires on 10% of the respondents of sample population. It is supported by (Neumann, 2006) who recommends that a pilot test of 10% of the sample size can be used. The respondents were conveniently selected since statistical conditions are not necessary in the pilot study (Cooper &Schindler, 2008). The Purpose was to refine the questionnaires so that respondents in major study could not have a problem in answering the questions. The results of pilot test were not included in the actual study.

Validity of Instruments

This is the degree to which an instrument measures what it is supposed to measure (Kothari, 2004). A content validity test was used to measure instrument validity. This type of validity measured the degree to which data collected using a particular instrument represented a specific domain of indicators or content of a particular concept (Mugenda&Mugenda, 1999). Validity is the degree to which the sample of the test item represent the content that is designed to measure, that is, the instrument measures the characteristics or trait that is intended to measure (Mugenda and &Mugenda, 2003).Data need not only to be reliable but also true and accurate. If a measurement is valid, it is also reliable (Joppe, 2000).

The research purposed to ensure validity of research instruments by using simple language free from jargon that made it easy to be understood by the respondents. The researcher also intended to seek the opinion of individuals who could render intelligent judgment about their adequacy. The researcher also engaged his supervisor and other experts to ensure that the questions would test or measure what they were supposed to measure. The research adopted content validity which refers to the extent to which a measuring instrument provides adequate coverage of the topic under study. The content validity formula by Amin (2005) was be used in line with other previous studies (Lefort&Urzua, 2008); the formula is; Content Validity Index = (No. of judges declaring item valid) / (Total no. of items). It is recommended that instruments used in research should have CVI of about 0.78 or higher and three or more experts could be considered evidence of good content validity (Amin, 2005). This study

adopted a threshold of 0.78 as recommended by Amin(2005).

Reliability of Instruments

Reliability is the extents to which a research instrument yields findings that are consistent each time it is administered to same subjects (Mugenda and Mugenda, 2003).The measurement of reliability provides consistency in the measurement variables(Kumar,2000)). Internal consistency reliability is the most commonly used psychometric measure assessing survey instruments and scales (Zhang, 2000). Cronbach alpha is the basic formula for determining the reliability based on internal consistency (Kim & Cha, 2002). Reliability is increased by including many similar items on a measure, by testing a diverse sample of individuals and by using uniform testing procedures. In order to test the reliability of the instruments, internal consistency techniques will be applied using Cronbach's Alpha. The alpha value ranges between 0 and 1 with reliability increasing with the increase in value. A Coefficient of 0.6-0.7 is commonly recommended indicating an acceptable reliability and a value of 0.8 or higher indicates good reliability (Mugenda, 2008).This study will adopt a reliability threshold of 0.7 as recommended by Gupta(2010). It's a general form of the Kunder-Richardson (K-R) 20 formulas used to assess internal consistency of an instrument based on split-half reliabilities of data from all possible halves of the instrument. Cronbach's alpha is usually interpreted as the mean of all possible split-half coefficients. It reduces time required to compute a reliability coefficient in other methods (Cronbach's 1971). The

Kunder-Richardson (K-R) 20 formula is as below:

$$KR_{20} = \frac{(K)(S^2 - \sum s^2)}{(S^2)(K-1)}$$

Where KR_{20} -Reliability coefficient of internal consistency

K -Number of items used to measure the concept

S^2 -Variance of all scores

s^2 -Variance of individual items.

Data analysis and Presentations

Kothari (2004) define data analysis as a mechanism for reducing and organizing data to produce findings that require interpretation by the researcher. The data to be collected will be quantitative and qualitative. Once the questionnaires are received they will be coded and edited for completeness and consistency. Data analysis entails editing, coding and tabulation of data collected into manageable summaries (Kumar, 2000). To ensure easy analysis, the questionnaire will be coded according to each variable of the study to ensure accuracy during analysis. Quantitative data will be analyzed by employing descriptive statistics and inferential analysis using statistical package for social science (SPSS) version 21 and excel. This technique gives simple summaries about the sample data and present quantitative descriptions in a manageable form, (Orodho, 2003). Together with simple graphics analysis, descriptive statistics form the basis of virtually every quantitative analysis to data, (Kothari, 2005). The findings will also be presented using tables, charts and graphs for further analysis and to facilitate comparison. This will generate quantitative reports through tabulations, percentages, and measure of central tendency.

Descriptive statistics such as measures of central tendency and dispersion along with percentages will be used to organize and summarize numerical data whose results are presented in tables, pie charts, column and bar graphs for easy interpretation of the findings (Zhang, 2000).

The study will adopt the inferential statistical analysis. The tests of significance to be used are multiple regression analysis expected to yield the coefficient of determination (R^2), t – tests, z – tests and p – values. The choice of this technique has been guided by the variables, sample size and the research design and multiple regression model and chi- square at 5% level of significance and 95% level of confidence to establish the strength and direction of the relationship between the independent variables. The equation was expressed as follows:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \epsilon, \text{ where,}$$

Y = Promotion of gender equality;

β_0 = Constant (coefficient of intercept),

X_1 = Political representation

X_2 = Access to finance

X_3 = Access to social services

X_4 = Government policy

ϵ = error term;

$\beta_1 \dots \beta_4$ = regression coefficient of four variables.

Advantages associated with multiple regression analysis are that this process offers a more accurate explanation of the dependent variable in that more variables are included in the analysis, and that the effect of a particular independent variable is made more certain, since the possibility of distorting influences from other independent variables is removed (Kothari,2004).

CHAPTER FOUR

RESEARCH FINDINGS AND DISCUSSIONS

Introduction

This chapter discusses the interpretation and presentation of the findings obtained from the field. The chapter presents the background information of the respondents, findings of the analysis based on the objectives of the study. The primary data was gathered from the questionnaire as the research instrument. For this purpose, the various statistical analysis tools like Cronbach’s alpha, correlation analysis and multiple regression analysis have been employed to establish the effects of constitutional implementation on promotion of gender equality on Kenya.

Response Rate

Table 4.1 Response Rate

	Questionnaires Administered	Questionnaires filled & Returned	Percentage
Respondents	99	65	65%

The study targeted a sample size of 99 respondents from which 65 filled in and returned the questionnaires making a response rate of 65% as shown in Table 4.1. This response rate was satisfactory to make conclusions for the study. Mugenda&Mugenda (2003) states that a response rate of 50% is adequate for analysis and reporting while a rate of 60% is good and a response rate of 70% and over is excellent. Based on the findings of this study, the response rate was good. This high response rate can be attributed to the data collection procedures, where the researcher pre-notified the potential participants and applied the drop and pick method where the questionnaires were picked

at a later date to allow the respondents ample time to fill the questionnaires. The response rate was therefore adequate for the study to make relevant conclusions basing on the responses.

Reliability and Validity Test Results

Table 4.2: Reliability Test results

Scale	Cronbach's Alpha	CVI
Political representation	0.8730	0.7790
Access to finance	0.8760	0.7995
Access to social services	0.8550	0.8776
Government policy	0.8050	0.8426
Promotion of gender equality	0.8320	0.8434

A pilot study was carried out to determine reliability and validity of the questionnaires. The pilot study involved the sample respondents. Reliability analysis was subsequently done using Cronbach's Alpha which measured the internal consistency. Gliem&Gliem (2003) established the Alpha value threshold at 0.7, thus forming the study's benchmark. Cronbach Alpha was established for every objective which formed a scale. Table 4.2 shows Access to finance had the highest reliability ($\alpha= 0.8760$) and this also illustrates that all the four variables were reliable as their reliability values exceeded the prescribed threshold of 0.7. The content validity formula by Amin (2005) was used in this study. The formula is; Content Validity Index = (No. of judges declaring item valid) / (Total no. of items). It is recommended that instruments used in research should have CVI of about 0.78 or higher and three or more experts could be considered evidence of good content validity (Amin, 2005). From the results in Table 4.2, it illustrates that all the four variables were valid as their CVI values

exceeded the prescribed threshold of 0.78 as emphasized by Amin (2005).

Demographic Information

Demographic information provides data regarding research participants and is necessary for the determination of whether the individuals in a particular study are a representative sample of the target population and testing appropriateness of the respondent in answering the questions for generalization purposes. The demographic information comprised of the gender, age, level of education, work experience and position in the organization.

Gender of the respondent

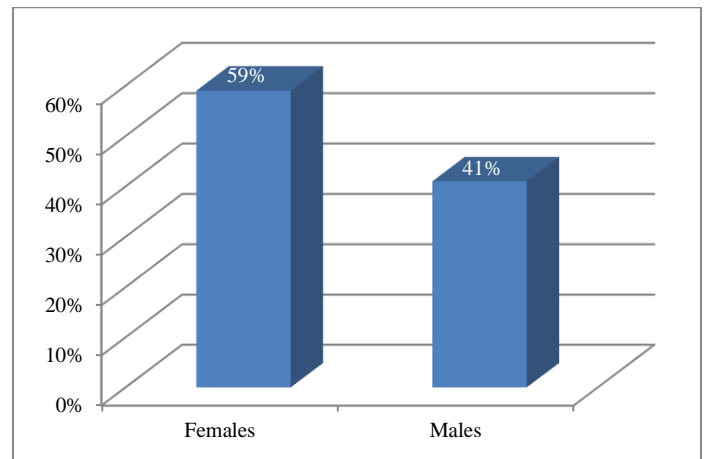


Figure 4.1 : GenderCategory

From the findings on Figure 4.1, it was established that majority of the respondents as shown by 59% were females whereas 41% of the respondent were males, this is an indication that both genders were well involved in this study and thus the finding of the study did not suffer from gender bias all through the study. This implies there were more women than men respondents though with less disparity meaning that there is gender balance among the respondents.

4.4.2 Age Distribution

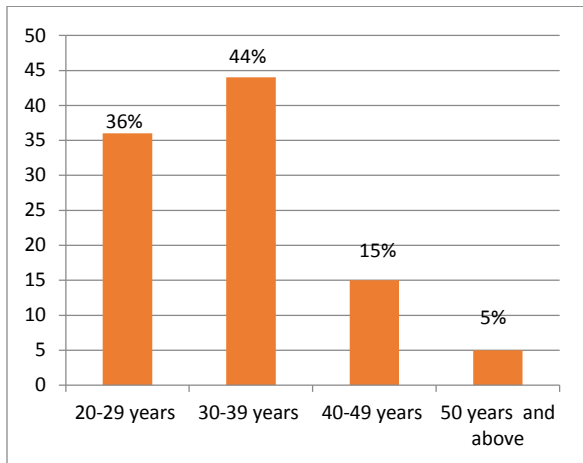


Figure 4.2: Age Distribution

The study requested the respondent to indicate their age category. The results were as shown in Figure 4.4. From the research findings, the study revealed that most of the respondents as shown by 44% were aged between 30 to 39 years, 36% of the respondents were aged between 20 to 29 years, 15% were aged between 40 to 49 years whereas 5% of the respondents were aged 50 years and above. This implies that respondents were well distributed in terms of their age. Haugh and Kitson, (2007) found that age is associated with experience and responsibility at work place.

Educational Level

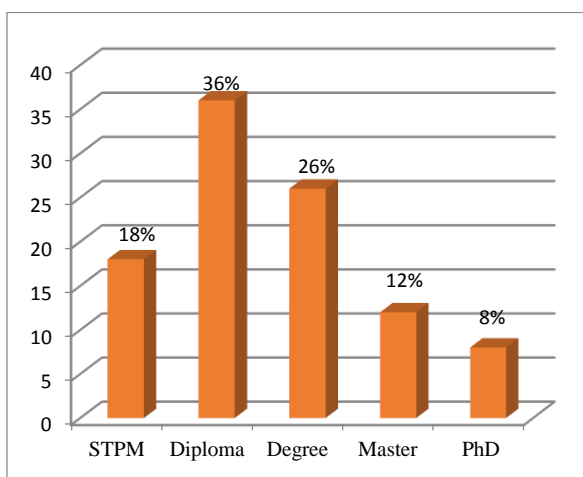


Figure 4.3: Educational Level

The study sought to establish the educational background of the respondents and the findings were as shown in Figure 4.3. From the study findings, most of the respondents as shown by 36% indicated that they held college diploma certificates, 26% of the respondents held bachelors degree, 18% of the respondents held STPM, 12% of the respondents held masters degree whereas 8% of the respondents held PhD, this implies that respondents were well educated and that they were in a position to respond to research questions with ease. Katz et.al, (2004) associated the education level of entrepreneurs with business success with findings that, those with higher levels of education are more successful because higher education provides them knowledge and modern managerial skills, making them more conscious of the reality of the business world and thus in a position to use their learning capabilities to enhance service delivery. The findings therefore indicate that the respondents have the capacity, skills and acumen to give satisfactory answers to the questioners

Period of Service

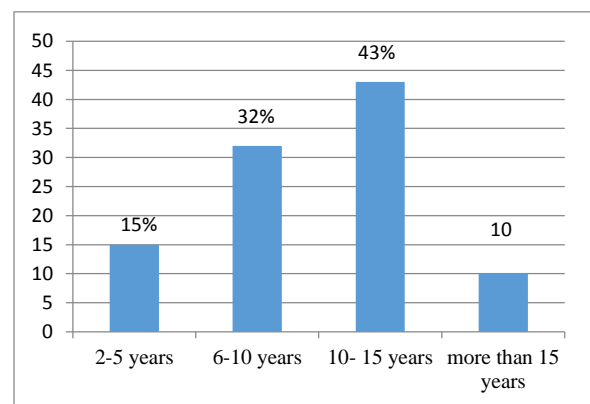


Figure 4.4: Length of Service

The research sought to establish to find out the work experience of respondents and the results were as illustrated in Figure 4.5. On length of

service, the study revealed that most of the respondents as shown by 43% indicated to have served for a period of 10 to 15 years, 32% of the respondents indicated to have served for a period of 6 to 10 years, 15% of the respondents indicated to have served for a period of 2 to 5 years whereas 10% of the respondents indicated to have served for more than 15 years. This implies that majority of the respondents had served for a considerable period of time and that they were in a position to give credible information relating to this study. The findings collaborate Larnsen, (2012) observation that the longer employees stick with their organization the more they demonstrated an explicit motivation that was not for financial gain but a wish to make a difference. It may also imply that work related experiences are important in developing motivation for becoming good and knowledgeable in work. The study therefore observes that the respondents are experienced people who are in their respective departments for the long haul thus making their responses more credible.

Political Representation

Table 4.6: Effect of political representation on promotion of gender equality

Opinion	Frequency	Percentage
Yes	44	67.69
No	21	32.31
Total	65	100

Table 4.6 reveals that majority of the respondents as shown by 67.69% agreed that political representation influence promotion of gender equality in the organization whereas 32.31% of the respondents were of the contrary opinion; this is an indication that political representation affects promotion of gender

equality in the organization. According to FIDA, (2014), Kenyan legislation and policy have not been addressing the prevalent gender equity and equality issues that hamper women’s political participation and representation, access to resources and services, among other social ills. This reality has changed during the historic constitutional referendum held on August 4, 2010 where Kenyans voted in favor of a new Constitution that aims to enable men and women to realize equal rights and opportunities. This is slowly enhancing gender equality on Kenya.

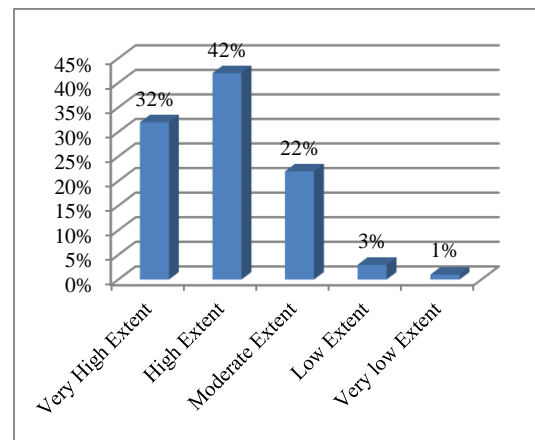


Figure 4.11: Extent of political representation influence promotion of gender equality

The study sought to establish the extent to which political representation influence promotion of gender equality in the organization. The findings were as illustrated in Figure 4.5 and it was established that majority of the respondents that is 42% indicated that political representation influence promotion of gender equality in the organization to a high extent, 32% to a very high extent, 22% to a moderate extent, 3% to a low extent and 1% to a very low extent. This implies that political representation influence promotion of gender equality in the organization to a high extent.

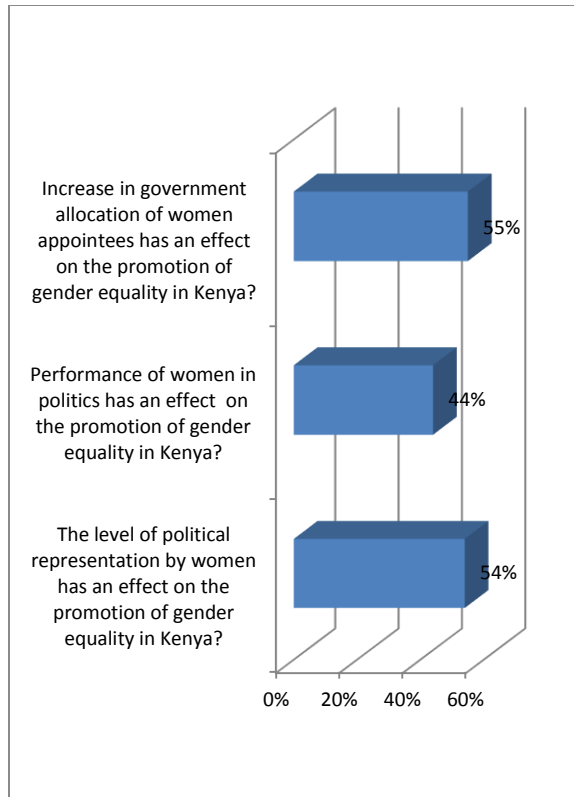


Figure 4.12: Elements of political representation on promotion of gender equality

From the study findings, 54% of the respondents stated the level of political representation by women has an effect on the promotion of gender equality in Kenya, 44% of the respondents indicated that performance of women in politics has an effect on the promotion of gender equality in Kenya, 55% stated that increase in government allocation of women appointees has an effect on the promotion of gender equality in Kenya.

Access to Finance

Table 4.4: Influence of access to finance on promotion of gender equality

Opinion	Frequency	Percentage
Yes	38	58.47
No	27	41.53
Total	65	100

Table 4.4 reveals that majority of the respondents as shown by 58.47% agreed that access to finance influence promotion of gender equality whereas 41.53% of the respondents were of the contrary opinion; this is an indication that access to finance affects promotion of gender equality.

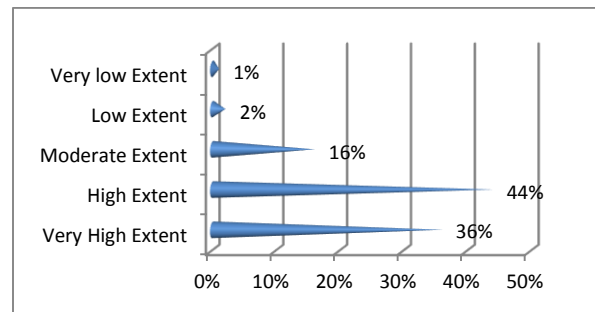


Figure 4.7: Extent of influence of access to finance on the promotion of gender equality

The research sought to establish the extent to which government policy influence promotion of gender equality in the organization. The findings were as illustrated in Figure 4.5 and it was established that majority of the respondents that is 44% indicated that access to finance influence promotion of gender equality in the organization to a high extent, 36% to a very high extent, 16% to a moderate extent, 2% to a low extent and 1% to a very low extent. This implies that access to finance influence promotion of gender equality in the organization to a high extent. The ILO, (2008) reported that financial availability and accessibility is one of the major factors and ingredients to growth. He observed pattern in many parts of the world and Kenya in particular show that women face more hindrances in accessing finance. The factors that inhibit credit availability to women include: lack of start-up (seed) capital; lack of awareness of existing credit schemes; high interest rates; lengthy and vigorous procedures for loan applications; and, lack of collateral security for finance among other interrelated reasons.

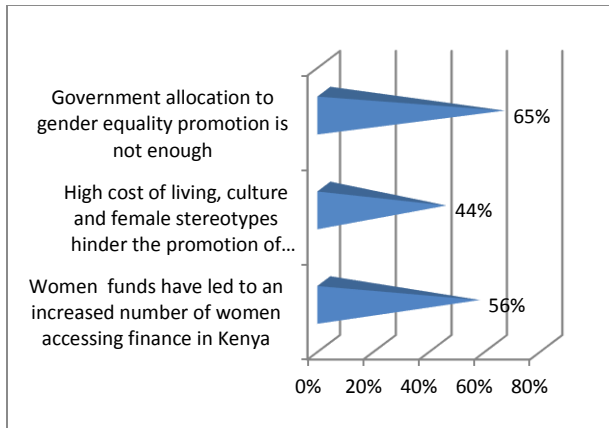


Figure 4.8: Elements of access to finance affect promotion of gender equality

Figure 4.8 reveals that 56% of the respondents stated women funds have led to an increased number of women accessing finance in Kenya, 44 % of the respondents indicated that high cost of living, culture and female stereotypes hinder the promotion of gender equality in Kenya, 65% According to HDR, (2001) stated that women funds have led to an increased number of women accessing finance in Kenya. Kenya, like many other developing countries, is characterized by inequalities in human development. In this context, inequality is viewed as the disparity in the distribution of indicators attributed to human development in the economic arena. Gender inequalities often manifest themselves in the form of differential access to resources and opportunities. Current assessments indicate that women, especially those in rural areas, are particularly disadvantaged, with their labor often undervalued and underutilized. Generally, women in Kenya are more likely to be unemployed than men and have lower average incomes.

Access to Social Services

Table 4.5: Effects of access to social services on promotion of gender equality

Opinion	Frequency	Percentage
Yes	44	67.69
No	21	32.31
Total	65	100

Table 4.5 reveals that majority of the respondents as shown by 67.69% agreed that access to social services influence promotion of gender equality in the organization whereas 32.31% of the respondents were of the contrary opinion; this is an indication that access to social services affects promotion of gender equality in the organization. The findings are on tandem with literature review by Mogens, (2014,) who observed that women’s economic empowerment is affected by lack social services thus gender inequality.

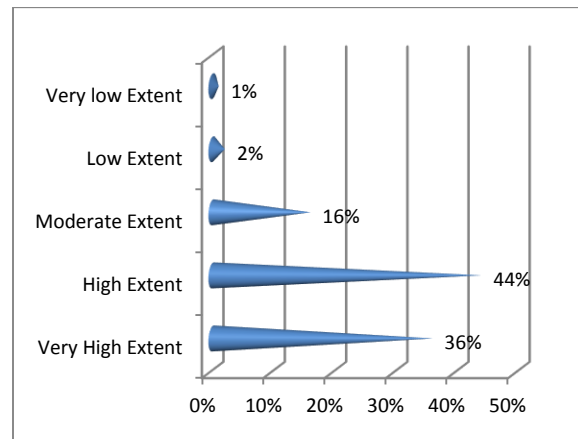


Figure 4.9: Extent of access to social services influence promotion of gender equality

The study sought to establish the extent to which access to social services influence promotion of gender equality in the organization. The findings were as illustrated in Figure 4.5 and it was established that majority of the respondents that is 44% indicated that access to finance influence promotion of gender equality in the organization to a high extent, 36% to a very high

extent, 16% to a moderate extent, 2% to a low extent and 1% to a very low extent. This implies that access to finance influence promotion of gender equality in the organization to a high extent. According to Okello(2010), access to social services is an important factor which influence promotion of gender equality.

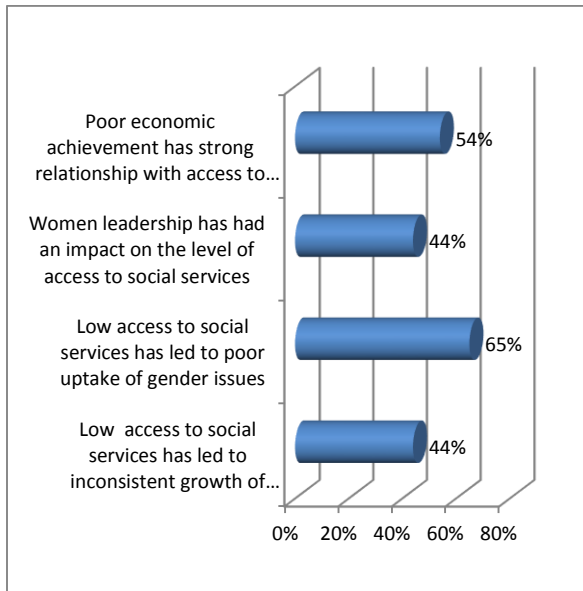


Figure 4.10: Elements of access to social services affect promotion of gender equality

From the research findings, 44% of the respondents stated low access to social services has led to inconsistent growth of gender equality, 65% of the respondents indicated that low access to social services has led to poor uptake of gender issues, 44% stated that women leadership has had an impact on the level of access to social services and 54% cited that poor economic achievement has strong relationship with access to social services. The study results concurs with the findings of Wango (2011), who observes that there is clear evidence that the new Kenyan Constitution is one of the most progressive, comprehensive as it provides several underlying principles, values and rights in conformity with social economic and cultural

rights in the overall Government organization and design. Inevitably, this has various implications accessibility of social services to promote gender equality.

Government Policy

Table 4.3: Effect of government policy on promotion of gender equality

Opinion	Frequency	Percentage
Yes	42	64.62
No	23	35.38
Total	65	100

Table 4.4 reveals that majority of the respondents as shown by 64.62% agreed that government policy influence promotion of gender equality whereas 35.38% of the respondents were of the contrary opinion; this is an indication that government policy affects promotion of gender equality in the country. The findings are in agreement with Dahlerup (2006) who indicates that government policy influence promotion of gender equality positively.

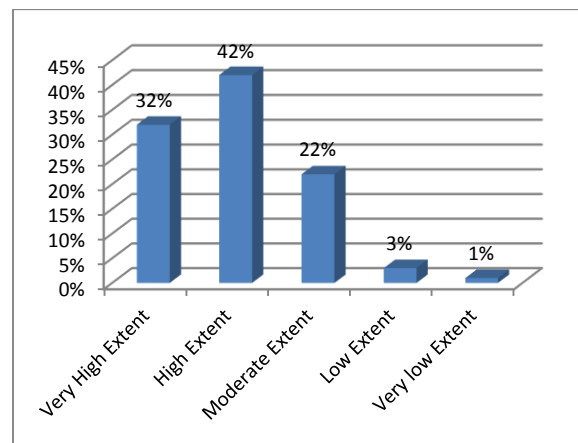


Figure 4.5: Extent of government policy influence promotion of gender equality

From the findings, it was established that majority of the respondents as shown in Figure 4.5 by 42% indicated that government policy

influence promotion of gender equality in Nairobi to a high extent, 32% to a very high extent, 22% to a moderate extent, 3% to a low extent and 1% to a very low extent. This implies that government policy influence promotion of gender equality to a higher extent. According to the UNDP report on the regional dialogue on women’s political leadership, 2012 women’s political participation in Kenya has come a long way and government policy has opened up spaces for women’s participation in decision-making processes thus promoting gender equality.

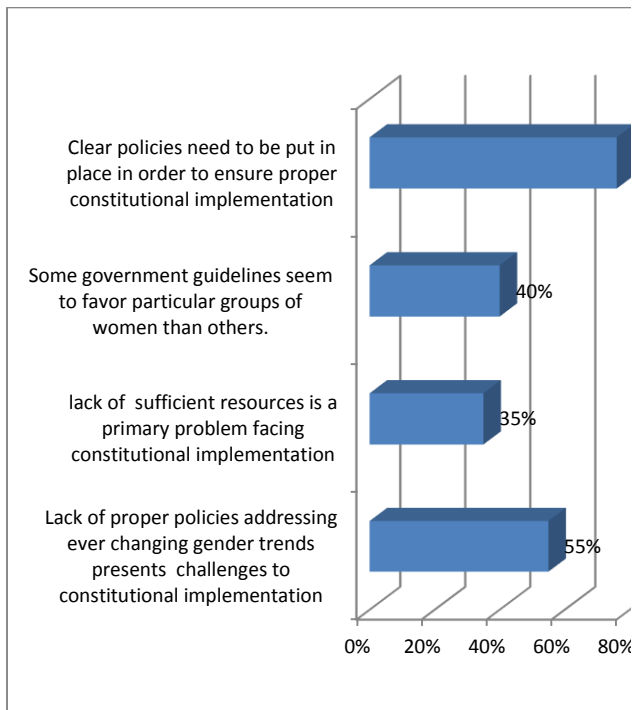


Figure 4.6: Elements of government policy influencing promotion of gender equality

From the research findings, 55% of the respondents stated lack of proper policies addressing ever changing gender trends presents challenges to constitutional implementation, 35% of the respondents indicated that lack of sufficient resources is a primary problem facing constitutional

implementation, 40% stated that a career development that includes women is encouraged within their organization, 50% of the respondents agreed that the Some government guidelines seem to favor particular groups of women than others, 76% cited that clear policies need to be put in place in order to ensure proper constitutional implementation The findings are in tandem with the literature review by Dahlerup, (2006) who observed that government policy is an important factor on promotion of gender equality.

Gender equality

Table 4.7: Effect constitutional implementation on promotion of gender equality

Opinion	Frequency	Percentage
Yes	42	64.62
No	23	35.38
Total	65	100

Table 4.7 reveals that majority of the respondents as shown by 64.62% agreed that constitutional implementation influence promotion of gender equality whereas 35.38% of the respondents were of the contrary opinion; this is an indication that constitutional implementation affects promotion of gender equality in the country. The findings are in agreement with Gruden (2013) who indicates that constitutional implementation influence promotion of gender equality positively.

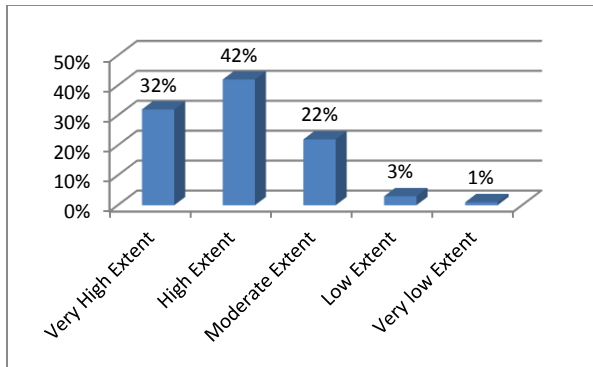


Figure 4.13: Extent of constitutional implementation influence promotion of gender equality

From the findings, it was established that majority of the respondents as shown in Figure 4.13 by 42% indicated that constitutional implementation influence promotion of gender equality in Nairobi to a high extent, 32% to a very high extent, 22% to a moderate extent, 3% to a low extent and 1% to a very low extent. This implies that constitutional implementation influence promotion of gender equality to a higher extent. According to Williams, S. (2009), Constitutionalism is sweeping the world. Since 1990, at least 110 countries around the globe have been engaged in writing new constitutions or major revisions of old ones. In many of these countries, issues of gender equality have been a central concern in the constitutional process.

Correlation Analysis

To quantify the strength and direction of the relationship between the variables, the study used Karl Pearson's coefficient of correlation. The Pearson product-moment correlation coefficient (or Pearson correlation coefficient for short) can measure the strength of a linear association between two variables and is

denoted by r . Pearson correlation was used to measure the degree of association between variables under consideration i.e. independent variables and the dependent variables.

The Pearson correlation coefficient, r , can take a range of values from +1 to -1. A value of 0 indicates that there is no association between the two variables. A value greater than 0 indicates a positive association, that is, as the value of one variable increases so does the value of the other variable. A value less than 0 indicates a negative association, that is, as the value of one variable increases the value of the other variable decreases. Negative values indicates negative correlation and positive values indicates positive correlation where Pearson coefficient <0.3 indicates weak correlation, Pearson coefficient $>0.3<0.5$ indicates moderate correlation and Pearson coefficient >0.5 indicates strong correlation (Gupta, 2010).

Table 4.8 Correlation Coefficients

		Promotion of gender equality	Government policy	Access to finance	Access to social services	Political representation
Promotion of gender equality	R	1.000				
	Sig. (2-tailed)					
	N					
Government policy	R	.586	1.000			
	Sig. (2-tailed)	.008				
	N	65				
Access to finance	R	.493	.514	1.000		
	Sig. (2-tailed)	.031	.004			
	N	65	65			
Access to social services	R	.465	.345	.231	1.000	
	Sig. (2-tailed)	.014	.033	.020		
	N	65	65	65		
Political representation	R	.423	.161	.236	.402	1.000
	Sig. (2-tailed)	.016	.024	.044	.002	
	N	65	65	65	65	

*. Correlation is significant at the 0.05 level (2-tailed).

The analysis above shows that government policy has the strongest positive (Pearson correlation coefficient =.586) effect on promotion of gender equality. In addition, access to finance, access to social services and political representation are positively correlated to Promotion of gender equality (Pearson correlation coefficient =.493, .465 and .423). The correlation matrix implies that the independent variables are very crucial factors of promotion of gender equality as shown by their strong and positive relationship with the dependent variable; promotion of gender equality. The significance values for relationship between promotion of gender equality in Kenya and access to finance, access to social services and political representation and government policy effects were .038, .031, .014 and .008 respectively. This implies that government policy as the most significant factor.

Multiple Regression Analysis

According to Green & Salkind (2003) regression analysis is a statistics process of estimating the relationship between variables. Regression analysis helps in generating equation that describes the statistics relationship between one or more predictor (independent) variables and the response (dependent) variable. The results are shown in Table 4.9.

Table 4.9: Model summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.888 ^a	.789	.333	.156

a. Predictors: (Constant), Access to finance, Access to social services and

Political representation and Government policy

R is the correlation coefficient which shows the relationship between the study variables, from the findings shown in the Table 4.9 is notable that there exists strong positive relationship between the study variables as shown by 0.888. The four independent variables (access to finance, access to social services and political representation and government policy that were studied explain 78.90% of the promotion of gender equality as represented by the R². This therefore means that other factors not studied in this research contribute 21.10% of the promotion of gender equality. This implies that these variables were very significant therefore need to be considered in any effort to enhance promotion of gender equality in Kenya. The study therefore identifies the variables as critical determinants of promotion of gender equality.

Analysis of Variance (ANOVA)

Table 4.10: Analysis of Variance^a

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	86.8	4	21.720	53.74	.0170
Residual	24.2	60	.4041	9	^b
Total	11.1	64			
	27				

- a. Dependent Variable: Promotion of gender equality
- b. Predictors: (Constant), Access to finance, Access to social services and Political representation and Government policy
- c. Critical value = 13.090

The significance value is 0.0170 which is less than 0.05 thus the model is statistically significant in predicting how access to finance, access to social services, political representation and government policy influence the promotion of gender equality. The F critical at 5% level of significance was 13.090. Since F calculated (53.749) is greater than the F critical (value = 13.090), this shows that the overall model was significant.

Regression Coefficients

The study ran the procedure of obtaining the coefficients, and the results were as shown on the Table 4.11.

Table 4.11: Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error			
1 (Constant)	65.432	2.065		2.309	.001
Government policy	.644	.585	.502	2.455	.011
Access to finance	.583	.556	.555	3.266	.024
Access to social services	.553	.487	.405	2.011	.035
Political representation	.532	.356	.609	2.069	.039

a. Dependent Variable: Promotion of gender equality

The general form of the equation was to predict Promotion of gender equality from access to finance access to social services, political representation and government policy is:

$Y = \beta_0 + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + \beta_4X_4 + \epsilon$ Where
 Y= Promotion of gender equality; β_0 = Constant Term; $\beta_1, \beta_2,$ and β_3 = Beta coefficients; X_1 = Government policy; X_2 = Access to finance; X_3 = Access to social services; X_4 = Political representation and ϵ = Error term. The model

equation would be; $Y = 65.432 + 0.644X_1 + 0.583X_2 + 0.553X_3 + 0.532X_4$. The Promotion of gender equality = $65.432 + (0.644 \times \text{Government policy}) + (0.583 \times \text{Access to finance}) + (0.553 \times \text{Access to social services}) + (0.532 \times \text{Political representation})$. From above regression equation; the study found out that when all independent variables (access to finance, access to social services, political representation and government policy) are kept constant at zero the Promotion of gender equality will be at 65.432. At one unit change Government policy will lead to 0.644 increases in Promotion of gender equality. Also a one unit change in access to finance will lead to 0.583 increases in the Promotion of gender equality. Further, a one unit change in access to social services will lead to 0.553 increases in the new promotion of gender equality and one unit change in political representation will lead to 0.532 increases in Promotion of gender equality. This concludes that government policy contributes more to Promotion of gender equality.

It was also revealed that the statistical significance of each of the independent at 5% level of significance and the p-values on government policy had a 0.011; access to finance showed a 0.024 level of significance, access to social services showed a 0.035 level of significance and political representation had a 0.039 level of significance. Therefore, the most significant factor was government policy.

CHAPTER FIVE SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

Introduction

The study sought to establish effects of constitutional implementation on the promotion of gender equality in Kenya. The study examined theoretical and empirically how various variables were considered on regard to constitutional

implementation is concerned. In assessing effects of constitutional implementation, the study focused on how selected factors (access to finance access to social services, political representation and government policy) relate to promotion of gender equality in Kenya. This chapter captures the summary of findings, from which conclusions were drawn and recommendations made.

Summary of the findings

Objective One: To establish the effects of government policy on the promotion of gender equality in Kenya

According to literature reviewed (FIDA, 2013; Okello, 2004; GoK, 2010), government policy can help promote promotion of gender equality and make it attractive to employees on the organization or it can lead to improvement in promotion of gender equality. This underscores the fact that government policy is critically important in promotion of gender equality. Therefore, the study sought to find out if the government policy affects promotion of gender equality in Kenya.

From the descriptive statistics, majority of the respondents indicated that government policy affects promotion of gender equality. The study also established that majority of the respondents indicated that government policy influence promotion of gender equality in the organization to a high extent, lack of proper policies addressing ever changing gender trends presents challenges to constitutional implementation, lack of sufficient resources is a primary problem facing constitutional implementation, a career development that includes women is not encouraged within the organization, respondents agreed that the some

government guidelines seem to favor particular groups of women than others and that clear policies need to be put in place in order to ensure proper constitutional implementation. Further, the variable statistically, positively and significantly affected promotion of gender equality at 0.05 level of significance. This implies that the more government policy becomes the more the promotion of gender equality

Therefore, from the qualitative and quantitative analysis, these findings show that the research which sought to establish the effects of government policy on the promotion of gender equality in Kenya was achieved because it established that it influences promotion of gender equality. It was also established through qualitative data that government policy on planning, devolution and redistribution influenced promotion of gender equality on the organization.

Objective Two: To assess the effects of access to finance on promotion of gender equality in Kenya

According to Okello (2004) access to finance which involves the access to government funds in organization for example of the access to finance on constitutional implementation aspects which include access to government funds, availability of collateral, security and access to financial implementation. Therefore, the study sought to find out if the access to finance affects promotion of gender equality in Kenya.

Descriptive analysis results showed that access to finance affects promotion of gender equality an indication that access to finance affects promotion of gender equality in the organization. It was established that majority of the respondents stated that access to finance

influence promotion of gender equality in the organization to a high extent. From the research findings, respondents stated women funds have led to an increased number of women accessing finance in Kenya, that high cost of living, culture and female stereotypes hinder the promotion of gender equality in Kenya and women funds have led to an increased number of women accessing finance in Kenya. Additionally, the variable statistically and significantly affected promotion of gender equality at 0.05 level of significance. This implies that the more access to finance becomes the more the promotion of gender equality. Therefore, from the qualitative analysis, these findings show that the research which sought to establish the effects of access to finance affects promotion of gender equality in Kenya was achieved because it established that it influences promotion of gender equality.

Objective Three: To examine the effects of access to social services on promotion of gender equality in Kenya

From the descriptive statistics, majority of the respondents indicated that access to social services on promotion of gender equality in Kenya. The majority of the respondents agreed that access to finance influence promotion of gender equality in the organization. It was also established that majority of the respondents indicated that access to finance influence promotion of gender equality in the organization to a high extent, low access to social services has led to inconsistent growth of gender equality, low access to social services has led to poor uptake of gender issues, women leadership has had an impact on the level of access to social services and that poor economic achievement has strong relationship with access to social services. Further, the variable statistically and significantly affected

promotion of gender equality at 0.05 level of significance. This implies that the more access to social services becomes the more the promotion of gender equality. The descriptive and qualitative results show that the study which sought to establish the effects of access to social services on promotion of gender equality in Kenya was achieved because it established that it influences promotion of gender equality on the organization.

Objective Four: To investigate the effects of political representation on promotion of gender equality in Kenya

Qualitative analysis and from descriptive statistics on whether political representation affect promotion of gender equality showed that majority of the respondents indicated that it affected promotion of gender equality on the organization. The study also revealed that that majority of the respondents agreed that political representation influence promotion of gender equality in the organization to a high extent, the respondents stated the level of political representation by women has an effect on the promotion of gender equality in Kenya, performance of women in politics has an effect on the promotion of gender equality and that increase in government allocation of women appointees has an effect on the promotion of gender equality in Kenya. Further, the variable statistically and significantly affected promotion of gender equality at 0.05 level of significance. This implies that the more political representation becomes the more the promotion of gender equality. Therefore, from the qualitative analysis, these findings show that the research which sought to establish the effects of political representation affects promotion of gender equality in Kenya was

achieved because it established that it influences promotion of gender equality.

Conclusions

The study established that government policy affects promotion of gender equality and to a high extent. There is lack of proper policies addressing ever changing gender trends, sufficient resources is a primary problem facing constitutional implementation, a career development that includes women is not encouraged within the organization and some government guidelines seem to favor particular groups of women than others.

Additionally, the study established that access to finance influence promotion of gender equality an indication that access to finance affects promotion of gender equality in the organization. It influences promotion of gender equality in the organization to a high extent. From the research findings, respondents stated women funds have led to an increased number of women accessing finance in Kenya, that high cost of living, culture and female stereotypes hinder the promotion of gender equality in Kenya and women funds have led to an increased number of women accessing finance in Kenya.

Further, the study found out that access to social services influence promotion of gender equality to a high extent, low access to social services has led to inconsistent growth of gender equality, low access to social services has led to poor uptake of gender issues, women leadership has had an impact on the level of access to social services and that poor economic achievement has strong relationship with access to social services.

Finally, political representation influence promotion of gender equality to a high extent and the study revealed that level of political

representation by women has an effect on the promotion of gender equality performance of women in politics has an effect on the promotion of gender equality and that increase in government allocation of women appointees has an effect on the promotion of gender equality

Recommendations

The study recommends that the government to ensure there is enough proper policies addressing ever changing gender trends, sufficient resources for constitutional implementation for promotion of gender equality, a career development that includes women should be encouraged within the organization and government guidelines to be amended not to favor particular groups of women than others for example more policies like the free maternal care and other affirmative actions to improve parity.

Additionally, the study recommends for strategies to facilitate women funds to increase number of women accessing finance in Kenya. Implementation of policies on high cost of living, culture and female stereotypes and women funds to increase number of women accessing finance in Kenya to promote gender equality in Kenya.

Further, there is need to increase access to social services as it influence promotion of gender and there is need to ensure there is access to social services to promote consistency growth of gender equality, increase access to social services to improve uptake of gender issues, women leadership on the level of access to social services and that poor economic achievement has strong relationship with access to social services. Finally, political representation in government allocation of women appointees should be considered for promotion of gender equality performance of women in politics on the promotion of gender equality

Recommendations for Further Studies

The study sought to establish the effects of constitutional implementation on promotion of gender equality. It was established from literature review that most studies were conducted in most developed countries USA, Canada, South Africa, Norway, Germany among other European countries and scanty studies are available in Africa and specifically in Kenyan organization and government set up. Additionally, very little has been undertaken to explore constitutional implementation on promotion of gender equality thus the researcher call for further studies to be undertaken in Kenya for generalization of the

findings of this study. This study confined itself to one organization. A comparative study should be carried out to compare whether the findings also apply for the organizations in Kenya in order to validate whether the findings can be generalized to gender equality.

This study used qualitative and quantitative techniques. It was also a cross sectional study and hence other studies using longitudinal design could be carried out to establish whether gender equality is actualized. Also, an exploratory study would enrich findings because such a study would have a wide range of factors that influence gender equality addressed other than the ones identified in this study.

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