Women's Involvement in Decision Making on Governance

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Abstract: Governance basically fosters effective and inclusive decision making process in all forms of authority. It ensures the legitimacy of citizens in determining their own ways of persuading the course of resource distribution and utilization to realize much anticipated upshots. Despite all the efforts guaranteed in the Constitution of Kenya, 2010 and other international conventions to offer women opportunities to govern, women's role in decision making on governance is still low; meaning that women are still faced by challenges in decision making on governance. In Shinyalu Sub-County, women are majority in terms of population while their representation in decision making on governance is low as compared to male counterparts. The objective of the study was to: examine women's involvement in decision making on governance in Shinyalu Sub-County. The literature related to the study was reviewed based on the objective of the study. The study was informed by two theories; the theory of Liberal Feminism and theory of Patriarchy. The study employed a descriptive research design. The study was carried out in Shinyalu Sub-County with a total population of 159,484 individuals. Using Mugenda and Mugenda, (2003) formula, the study sampled a population of 384 respondents involving household heads, community leaders, Non-Governmental Organizations (NGOs), Community Based Organizations (CBOs), Faith Based Organizations (FBOs) staff members, County and Sub-County administration. Data collection instruments included questionnaires, interview guides, observation and document review. The quantitative data collected from the field was coded and edited in conformity with research objective of the study while qualitative data was analyzed thematically. The finding are presented using descriptive statistics in form of figures, tables and charts.The finding of the objective revealed that it is beneficial to have women leadership on board in decision making processes on governance. The study recommended for community members to foster women empowerment through local dialogues, civic education and education to young people. Similarly, policy makers are urged to look into policy changes on one third gender rule, enhance the role of the media in sensitizing communities and as well pull women together through local organizations and trainings for mentorship and networks with which they can work in.

Key words: Accountability, Gender bias, Gender inequality, Gender Stereotype, Governance

1. INTRODUCTION
1.1 Background of the Study
Governance is a contextual term; from different schools of thought, Adeyemo and Ihemeje (2008) postulate that governance is based on goals to be achieved and approaches to be followed. World Bank (1991) in its report defines the term governance as "the exercise of political authority and use of institutional resources to manage societal problems and affairs". From a feminist standpoint, governance shares the principles of being inclusive, accountable, gender-responsive, and representative of the diversity of interests of those governed. Responsive and accountable governance thus demands equitable gender participation, representation and contribution in all decision making processes.

History reveals that women have battled to be part of all decision making processes in governance since early 1880s. Women researchers like Harriet Martineau have done quite a number of research and theories on women, gender and governance (Sydie, 2002). The European Commission (2007) cites that during this time (1880s), women in Europe were seeking the rights in "equal property ownership and participation in the ballot". Nalis (2012) further affirms that women development and maturity into governance was traced back in the Mid-19ᵗʰ Century in Finland. However, the male gender still dominated in majority of administrative, policy and decision-making organs of governance (World Bank, 2010).

Wollack (2010) affirms that during the early 1990s, women in governance worldwide accounted for only 10% before the launch of the UN's Beijing Platform for Action (BPA) in 1995. This BPA is widely known in the fight for "equal access and increased capacity by both men and women to participate in power structures and decision making". After the launch of the BPA, the rate of women in governance actually rose from an average of 13% in 1999 to 19% by the year 2009 in most countries within Europe. A recent report

indicates that the global average of female parliamentary representation stood at 19.8 percent in 2011 up from 19 percent in 2010 (Inter-Parliamentary Union {IPU}, 2012).

Such a tribute could have been attributed by "positive legislation enforcing gender parity amongst candidates and equal visibility on ballot papers". Morris (2006) however, argues that though the BPA champions for equality in decision making on governance; majority of the executive, legislative and judicial committees are dominated by men who still make most decisions in resource distribution and service delivery worldwide.

Although one would argue that after over 50 years of independence in African countries such as Sudan, Ethiopia, Kenya, Uganda, Tanzania among others, and over 14 general elections being conducted, the expectations of women to be higher in decision making processes on governance would be considered a requirement (Cole, 2011). Sir-Leaf (2010) asserts that African women's participation in governance has increased though; there still exists a gender disparity in representation. The IPU (2012) notes that women share in the Parliamentary seats increased as from lows of 7 percent in 1990 to over 17 percent by the year 2007.

However, the European Commission (2007) alludes that only six African countries have achieved 30% representation, these countries include; South Africa, Mozambique, Rwanda, Burundi, Tanzania and Uganda, where virtually they all have an electoral system based on proportional representation with "zipper-style lists being implemented by both political party quota system and quotas applied through legislation" (Sir-Leaf, 2010).

Differing opinion from the African governance indicator, Ibrahim's Index of African Governance (IIAG), showed that $^1/_3$ of African countries showed improvement in governance, though many still failed to build progress in the rule of law. Majority of African states (40) improved in overall governance over the last decade. In general, Africa's average governance improvement has slowed down as reflected in governance categories of the IIAG (Mo Ibrahim Foundation, 2017).

Kakamega County's poverty level stands at 49.2% (Kakamega County Integrated Development Plan {CIDP}, 2013) with women forming the largest poor cadre (52%) of the total population of 2,080,951 (Kenya National Bureau of Statistics {KNBS}, 2009). Inequalities against women in sharing of development resources, property ownership as well as involvement in decision making process in Shinyalu Sub-County manifest itself in the patriarchal society, inefficient existing policies, local politics, poverty, illiteracy and low awareness among women (Groots Kenya, 2013).

Given vast opportunities, existence of challenges have denied them the chance to be part of the decision making process on County governance. For instance, access to important information, access voter rights and engagement in environmental management initiatives have literally remained in men's hand while women being in charge of homestead social issues. The study sought to fill the gap in opportunities present for women's ascension in to governance as well as the challenges facing them while seeking same leadership positions.

1.2 Statement of the Problem

Equal participation in governance is a critical tool for both men and women to take part in decision making processes, where resolutions on the use of societal resources are bred. All round decision making processes involving both women and men promote fairness, transparency and rule of law in governance, without equal number of women in decision making, decisive and sustainable decisions in service delivery to the citizenry are unattainable. In Kenya, women are still under-represented in governance structures and in decision making processes. Through opportunities such as the constitutional requirement of one-third gender rule in all public institutions and international interventions like the Universal Declaration of Human Rights (UDHR), Convention on Elimination of all forms of Discrimination against Women (CEDAW), the Beijing Platform for Action (BPA) and Sustainable Development Goals (SDGs) to enhance women's participation in governance; none of these have helped women in attaining the target of 30 percent representation in governance (Cool, 2010). There are still more men in decision making on governance than women in Shinyalu Sub-County besides having quite a number of women-led community organizations championing for women's ascension into governance. It is with this in mind that the study was sought to find out women's involvement in decision making on governance in Shinyalu Sub-County.

1.3 Objective of the Study

The objective of the study was to examine women's involvement in decision making on governance in Shinyalu Sub-County and the objective was supplemented by the following corresponding research question: How are women involved in decision making on governance in Shinyalu Sub-County?

1.4 Justification of the Study

Several scholars have written expansively on women and governance. Some of them are: Wanaswa (2013) on influence of women's political participation on governance, Wollack (2010) on advancing the role of women in politics and civil society, Sir-Leaf (2010) on African women's political participation, Richter (2010) on gender and governance with women as leaders, Nzomo (2010) on gender equity and for sustainable development. Different reasons have been given over women's ascension into governance positions, their initiatives such as civic education activities, resource mobilization and collaboration with entities such as Civil Society Organizations (CSOs), private companies and among other government agencies. Despite these efforts, low participation of women in governance has made it difficult for them to adequately influence policies in favor of effective and efficient service delivery especially in Shinyalu Sub-County.

1.5 Scope of the Study

The scope of the study specifically concentrated on the period between the years 2010 to 2017. The year 2010 is when the new Kenyan Constitution was enacted. The year 2013 after the general elections is when the Constitution of Kenya {CoK} (2010) became fully fledged with creation of several opportunities for women in governance. The year 2017 is when we had general elections and analyzed how women's role in governance took shape.

2. LITERATURE REVIEW

2.1 Governance

Changing aspects over the real definition of governance have been experienced in various debates by different scholars with no standard meaning of the term being developed. Some scholars have equated governance to government. In differentiating the two, Fasenfest (2010:74) cites government as the body in charge of governance thus; governance is the way socio-economic, cultural and political services are efficiently and effectively rendered to the public.

Thornhill *et al.* (2014) allude that with governance, public services are not solely rendered by the ruling government rather other players like the Non-Governmental Organization (NGOs), Civil Society Organizations (CSOs), Community Based Organizations (CBOs), Faith Based Organization (FBOs) and international development partners have a role to play too. Therefore, governance is a reform in public administration whereby hierarchical and vertical mode of service delivery is shifting towards a hybridized horizontal public management mode also known as New Public Management (NPM).

2.2 Role of Women in Governance

Acknowledging women's role in governance appears having been prescribed in policy articulation and execution on social, economic and political issues at the international, regional and national levels. In general, such policy articulations touch on gender and governance (United Nations Development Program {UNDP}, 2010). Issues related to gender inequality have been a concern by the international and inter-governmental institutions through programmes and operations ran within the organizations on women and governance. Therefore, discussions on women's role in governance have not only been confined within the dedicated entities expressly addressing gender concerns. Furthermore, researchers, activists and policy makers continue in pointing out issues pertaining women and governance as well as the trajectories of gendered notions of power; which are still being addressed nominally. However, individual states are challenged to consider the needs of female citizens in governance.

Powley (2004) argues that women in leadership positions have already shown progress in service delivery in Indian social sector. They have advocated for the establishment of better water services, marital and child rights through political agenda. Additionally, she affirm that women in governance in Namibia further directed their determinations towards combating un-employment levels as well as land ownership reforms and Gender Based Violence. Wollack (2010) affirms that during the early 1990s, women in governance worldwide accounted for only 10% before the launch of the UN's Beijing Platform for Action (BPA) in 1995. This BPA is widely known in the fight for "equal access and increased capacity by both men and women to participate in power structures and decision making". After the launch of the BPA, the rate of women in governance actually rose from an average of 13% in 1999 to 19% by the year 2009 in most countries within Europe. A recent report indicates that the global average of female parliamentary representation stood at 19.8 percent in 2011 up from 19 percent in 2010 (Inter-Parliamentary Union {IPU}, 2012). Such a tribute could have been attributed by "positive legislation enforcing gender parity amongst candidates and equal visibility on ballot papers". Morris (2006)

however, argues that though the BPA champions for equality in decision making on governance; majority of the executive, legislative and judicial committees are dominated by men who still make most decisions in resource distribution and service delivery worldwide. The study sought to fill the gap on the opportunities and challenges faced by women seeking governance positions in Shinyalu Sub-County, Kenya.

However, it is imperative that women's advocacy efforts towards socio-political development have always been pulled down by their male counterparts, who deem such processes 'petty' to the electorates. In Kenya for example, the Sexual Harassment Amendment Bill of 2017 is among the Bills not passed by parliamentarians (Parliamentary Service Commission, 2017). The study therefore, sought to fill the gap of challenges women face in decision making on governance which was minimal compared to male counterparts in Shinyalu Sub-County, Kenya.

2.3 Women's Involvement in Decision Making on Governance

Women involvement in governance can be traced back to the 17th century in the United Kingdom (UK) when they demanded for property ownership and to be allowed to vote. Kenya's political space is still highly reserved for men with women's rate stagnating at a low of 17.3% (IPU, 2012). The study examined how women are involved in decision making on governance in Shinyalu Sub-County, Kenya. Wanaswa (2013) observed that women's low participation indices in governance have made it difficult for women to influence decisions being made regarding matters affecting them, as a population regarded economically poor in Kenya including the youth. The biggest hindrance to the realization of all-round decision making process in governance is under-representation of women. The study examined how women are involved in decision making on governance in Shinyalu Sub-County, Kenya.

As stipulated in the UN's UDHR (1948) "every person has a right to participate in decisions that define her or his life. This right is the foundation of the ideal of equal participation in decision-making among women and men". Miranda (2005) accolades the UDHR (1948) that women understand their situations better and should be involved in decision making process be it at the local, national, regional or supranational levels. Contrary to this, women's input in the decision-making process on governance is highlighted as an obligation for all but women are not fully enjoying this right due to low awareness as well as inefficiency in policies. The study therefore, sought information on how women are involved in decision making on governance in Shinyalu Sub-County, Kenya.

To affirm this, CEDAW (a United Nations General Assembly {UNGA) adoption of 1979) "moved the right of participation for all, another step towards *de facto* (equality by affirming the obligation of state parties to take affirmative action) to accelerate the participation of women in public decision-making positions". At present, African nations are consenting to CEDAW with the exception of for Sudan and Somalia. Of course Kenya is making milestones in increasing women's involvement in governance (through policies, programs and plans), though the shift is still slow thus more is needed to put women at par in decision making processes in all governing structures. Wollack (2010) affirms that during the early 1990s, women in governance worldwide accounted for only 10% before the launch of the UN's Beijing Platform for Action (BPA) in 1995. This BPA is widely known in the fight for "equal access and increased capacity by both men and women to participate in power structures and decision making". After the launch of the BPA, the rate of women in governance actually rose from an average of 13% in 1999 to 19% by the year 2009 in most countries within Europe. A recent report indicates that the global average of female parliamentary representation stood at 19.8 percent in 2011 up from 19 percent in 2010 (Inter-Parliamentary Union {IPU}, 2012). Such a tribute could have been attributed by "positive legislation enforcing gender parity amongst candidates and equal visibility on ballot papers". Morris (2006) however, argues that though the BPA champions for equality in decision making on governance; majority of the executive, legislative and judicial committees are dominated by men who still make most decisions in resource distribution and service delivery worldwide. Thus, the study examined how women are involved in decision making on governance in Shinyalu Sub-County, Kenya.

In the private sector where governance also plays a crucial role, United Nations Development Fund for Women {UNIFEM} (2009) cites that women's representation in decision making process remains quite low with an average of 7%. The private sector has not actualized some tenets of good governance such as; fairness, equity and equality, which should be conformed to according to the corporate governance demands. Cytonn Investment (2016) in a report argues that governance index is still at its lowest point in Kenya, East Africa and other Sub-Saharan states. This is anchored to indicators of unfairness such as few numbers of women holding key positions in corporate governance structures. However, the indices are changing for the better compared to previous years. The study filled the gap of why there is low representation of women in formal governance structures in Shinyalu Sub-County, Kenya.

Morris (2006) observes that seldom would we find women chairing crucial committees linked to economic and governance of a state. Women have been in many cases given opportunities to head the social sector like gender, culture and youth development thereby, their influence in governance being regarded as limited (Muhammad and Yasin, 2011). The study examined how women are involved in decision making on governance in Shinyalu Sub-County, Kenya to agree or disagree with the assertion of Morris; Muhammad and Yasin.

Patel (2004) divulges that the involvement of women has never been cut short. They are represented widely in other structures of governance like Non-State Actors (NSA) and other grassroots groups. Governance entails a participatory approach of all institutions working towards the well-being of societies in regard to service delivery. Such organizations play a peripheral role in the protection of the marginalized and self-interest groups. The study examined how women are involved in decision making on governance in Shinyalu Sub-County, Kenya.

Women's involvement in decision making processes is the biggest challenge nations are facing and to undo such hindrances, Patel (2004) posits that it is the mandate of nations to enact policies, programs and plans that advocate for a gender parity decision making framework at all levels of governance for fairness, transparency, accountability, rule of law and efficiency in service delivery to prevail. The study examined how women are involved in decision making on governance in Shinyalu Sub-County, Kenya.

2.4 Conceptual Framework
The study was informed by two theories namely: the liberal feminism and theory of patriarchy.

2.4.1 The Theory of Liberal Feminism
Proponents of liberal feminism like Peters (2006) cite that women's exclusion in governance structures is a failure in legal mechanism. Such legal remedies range from constitutional provisions like the one-third rule for the underrepresented groups like women, youth and the physically challenged. Green (2006) argues that such mechanisms guarantees equal representation of both sexes in governing bodies. Liberal feminism as a philosophy emphasizes for equity and fair representation of both men and women in all public spheres, specifically the political space. The theory though fails to give free space to both women and men to compete equally on a fair ground in that, women are highly favored as compared to men and in most governance positions, it is all about competition rather than favoritism i.e. when one seeks an electoral position it is about individual campaigning and competing on neutral grounds. This theory is however, relevant to the study as it recognizes the legality of inclusion of women in governance to fill gaps of unfairness and inequity in governance which forms the basis of the study.

2.4.2 The Theory of Patriarchy
Giddens (2009) and Walby (1990) assert that "patriarchy is a social system where the male is the primary authority figure central to social organization, political leadership, moral authority, and control of property. It implies the institutions of male rule and privilege, and entails female subordination. The theory put emphasis on the significance of political sovereignty (Giddens, 2009). Patriarchal theory in its political philosophy emphasizes equity in representation of men and women in public spheres, among them the governance space. The strong advocacy for women's participation in decision-making organs and institutions can be used to contextualize and expound the role KEWOPA (2013) plays in strengthening democracy in Kenya through its programmatic work. The theory was utilized to highlight the socio-economic challenges of women's representation in public spheres as a basis for addressing challenges faced by women in their endeavor to contribute to governance in the study area. However, the generalizing of the cause of poverty among women through the theory of Patriarchy would be unfair. There's need for a keen look at the unique gender issues from community-context separately in Shinyalu Sub-County".

This study supports the theory of Patriarchy by Giddens (2009) and Walby (1990) since it emphasizes on the autonomy required between men and women in governance, it spearheads the challenges women face in decision making processes and gives a clear picture on how such challenges if well strategized, women can bring on board the required change in the decision making process on governance not only in Shinyalu Sub-County, but also at the national and international level.
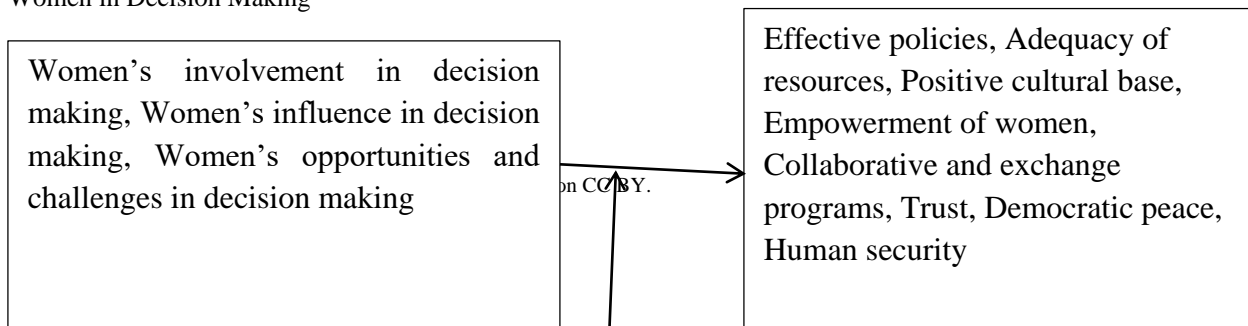
2.5 Conceptual Model
INDEPENDENT VARIABLES   DEPENDENT VARIABLES

Opportunities and Challenges faced by   Governance
Women in Decision Making

| Women's involvement in decision making, Women's influence in decision making, Women's opportunities and challenges in decision making | | Effective policies, Adequacy of resources, Positive cultural base, Empowerment of women, Collaborative and exchange programs, Trust, Democratic peace, Human security |

> Funding, Agreements/goals/interests, Rule of law, Dialogue, Institutions and organizations, Inclusiveness and Transparency, Responsive and efficient governance
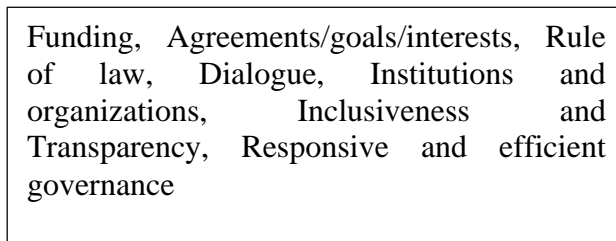
Figure 2.1: Conceptual Model Showing interaction of variables

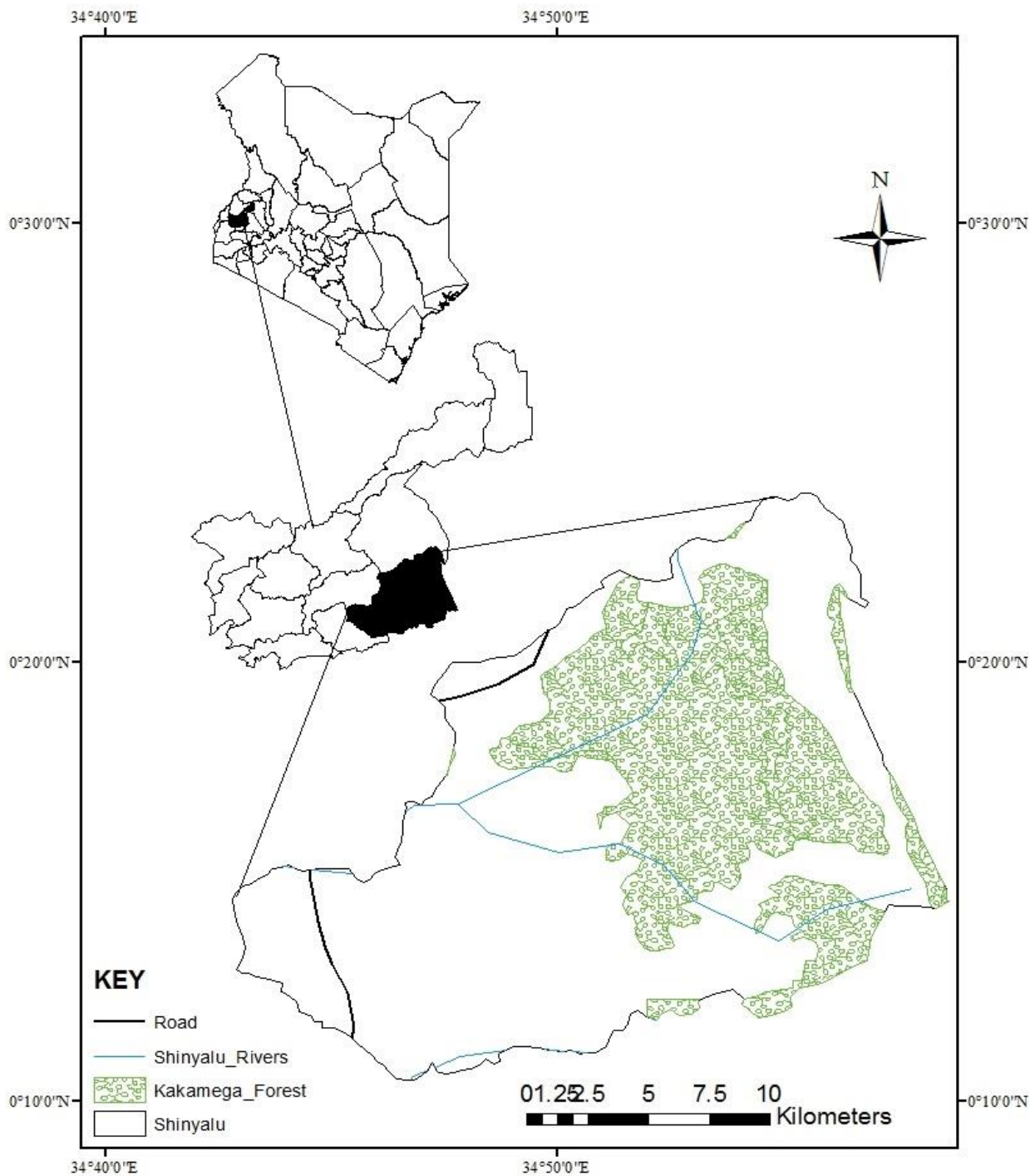**Source: Researchers, 2019**

3. RESEARCH METHODOLOGY

3.1 Research Design

The descriptive research design was used. Kothari (2004) argues that a descriptive design is a straightforward plan for field investigation where data on the problem under investigation is easily and readily captured. This design gives a straightforward plan in investigating the contribution and influence women can add in the decision making process on governance. Furthermore, the design is eloquent enough in addressing various setbacks facing women in governance from fully and fairly carrying out their roles in government structures.

3.2 Study Location

The location was Shinyalu-Sub County, located in Eastern parts of Kakamega County with an approximate area of 446 km^2 and lying on longitudes $34^0 20$' and 35^0 E, and latitude $0^0 15$' and 1^0 N of the equator. Shinyalu has 6 Wards; Isukha West, Isukha South, Isukha Central, Muranda, Isukha West and Isukha North. It borders Lurambi, Malava and Ikolomani. The altitudes range from 1300m to 2000m above sea level while the annual rainfall range is between 1280.1 mm and 2214.1 mm per year. The study area is largely covered by the gazetted national forest, Kakamega forest. It is the only existing natural tropical-rain forest in Western Kenya covering an approximate area of 244.25 km^2. There are two rainy seasons, the long rains and the short rains. The long rains start in March and end in June with the peak in May. The short rains commence in July and end in September and peaks in August. Rainfall varies from 1,000mm to 2,400mm per annum. The main economic activities in the study area are agriculture and livestock keeping. Sugarcane, tea, maize, beans, sweet potatoes, ground-nuts and cassava are common farm produces in the area while cattle, sheep, goats and pigs are also reared. Dairy farming is also common in the area, though still very low. Shinyalu Sub-County has several market places but Shinyalu shopping center is the largest in the Sub-County (Kakamega CIDP, 2013).

Map of the Study Area

Figure 3.1: Map showing Shinyalu Sub-County
Source: Researchers, 2019

3.3 Target Population

Shinyalu Sub-County has an approximate population of 159,484 with approximately 12,700 household units. Furthermore, there were 6,450 community leaders as well as 6,000 employees of the national, county governments and Non-Governmental Organizations {NGOs} (KNBS, 2009; Groots Kenya, 2013). The study targets household heads, community leaders, NGOs, CBOs and FBOs staff, the County administration and Sub-County administration exclusively drawn from the Sub-County.

3.4 Sampling Procedures and Techniques

Kombo and Tromp (2006) state that sampling is the grouping of given population for testing or investigation. The study targeted a population of 159,484 members in the Sub-County. This target population is more than 10,000 hence the appropriate number for sampling ought to be 384.

Stratified proportionate sampling and random sampling techniques were used in determining the number of sub-groups to be sampled. Purposive sampling was used to identify the key informants, who were county and sub-county administrators as shown in Table 3.1.

Table 3.1 Sub-Groups Sample Size

Sub-Group	Population	Sample Size	Sampling Strategy
Household Heads	12,700	210	Simple Random
Community Leaders	6,450	98	Simple Random
NGOs/CBOs and FBOs staff	2,500	64	Simple Random
County and Sub-County administrators	120	12	Purposive
TOTAL		**384**	

Source: Researchers, 2019

3.4.1 Sampling Strategy

In determination of the sample size, the researchers used the formula provided by Mugendas' (Mugenda and Mugenda, 2003). While in determination of sample size of sub-groups, Borg and Gall, (1989) formula was used. The formula is presented hereunder.

$N=Z^2pq/d^2$

Where: N= desired minimum sample size

Z= the standard normal deviate at confidence interval of 99% (1.96),

p=   proportion in the target population estimated to have the characteristic under study (0.8)

q =   1-p (0.2) and

d=   level of statistical significance of estimates (0.05) for desired precision thus derivation of multi-stage random sample size was

$N=1.96^2x\ 0.8x0.2/(0.05)^2= 384$

The selection of a representative sample was made with respect to the inferences the researchers intended to make (Mugenda and Mugenda, 2003).

3.5 Research Instruments

Data collection tools included structured questionnaires, in-depth interview schedules, observation and document review.

3.6 Data Analysis and Procedures

Collected data from the field constituted of both qualitative and quantitative data. Field data constituting of qualitative data was recorded from in-depth interview schedules per thematic area, then reduced to a simplified format understood in the context of the research questions. The data was then reviewed for patterns exhibited through thematic analysis and verbatim. Quantitative data from responses to questions from questionnaires was coded and edited for conformity, exactness, homogeneity and significance to the research questions. All the responses were recorded of verbatim, analyzed, summarized and reported per thematic area. The data was

entered into the Statistical Packages for Social Scientists (SPSS v23) and analyzed using descriptive statistics' and presented the findings on frequency tables, bar and pie charts".

4. RESEARCH FINDINGS AND DISCUSSIONS

4.1 Response Rate

The sample size of this study was 384 respondents. Fortunate enough, the researchers through the help of locally trained research assistants returned all the 330 questionnaires and 54 interview guides, representing 99% rate of response. This response rate show a relationship of 60% are good of 70% and over are termer excellent for analysis. The study's response thus was excellent for analysis and reporting. Such rate was due to excellent organization of the research team making sure that everyone met their set targets as well as positive response from the respondents in the study.

4.2 Demographic Characteristics of Respondents

A check on demographic characteristics of respondents constituted of the gender, age, education levels, profession and years of service in the profession. Table 4.1 presents gender of respondents.

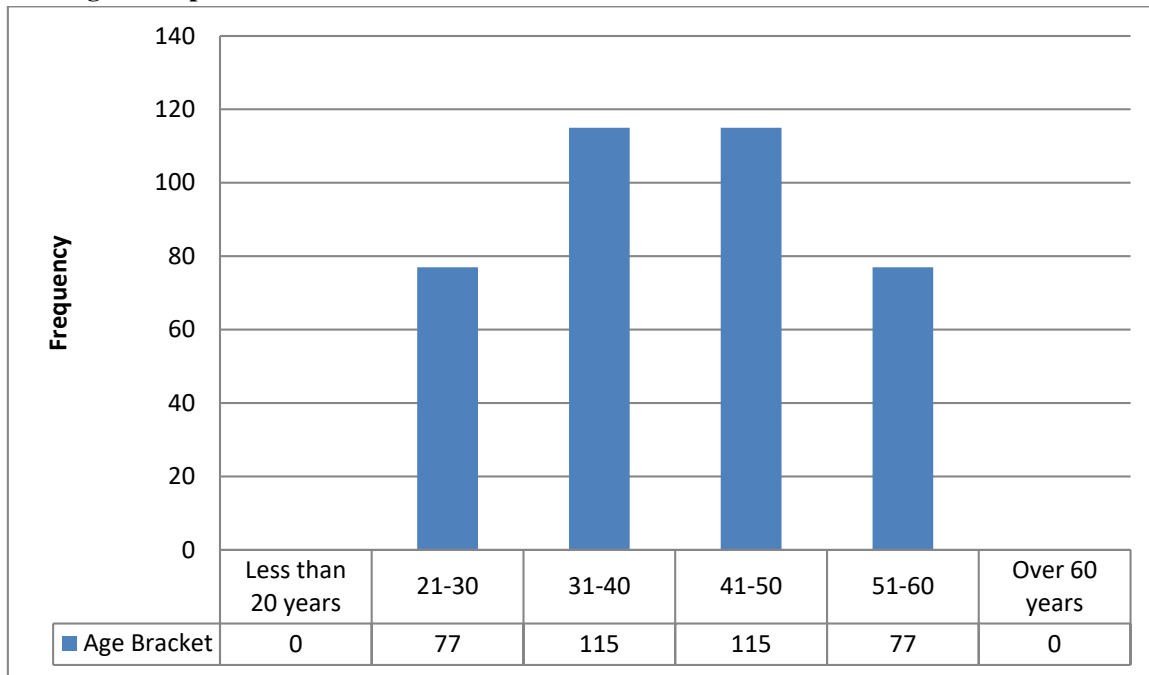### 4.2.1 Gender of Respondents
Table 4.1: Gender of Respondents

Gender	Frequency	Percentage (%)
Male	154	40%
Female	230	60%
TOTAL	**384**	**100%**

Source: Field Data Analysis, 2019

The total population for respondents gathered stood at 384; 330 questionnaires and 54 interview guides. Among them, 54% (230) constituted of female respondents while 40% (154) were of the male gender. The findings corroborates with those of Mikell, (1997) that in Sub Sahara Africa women are the majority but in governance are very few compared to their male counterparts. The reason for this is that women have lacked the experience and expertise to hold leadership positions. This is in fact very ironic where majority are represented by minority groups (men).

Mama (2000) further affirms that women have for a long time had the agenda set for them. Despite having the power in terms of voting numbers, often it is the patriarchal agenda that carries the day and their authority ought not to be questioned. In so doing, the needs of the women are often overlooked.

4.2.2 Age of Respondents

| Age Bracket	Less than 20 years	21-30	31-40	41-50	51-60	Over 60 years
Age Bracket	0	77	115	115	77	0

Figure 4.1: Age Bracket of Respondents

Source: Field Data Analysis, 2019

From Figure 4.1, it was evidenced that 60% (230) of the respondents bracket between 31 to 50 years. This age bracket represents majority of the actively working population (the youths and adults). Another 40% (154) belonged in the age brackets of 21-30 years and 51-60 years. There were no respondents in the categories of 20 years and below as well as over 60 years. Majority of those represented here were young people (in their young careers) and those nearing retirement age. World Bank (1991) conforms to the findings reporting that, majority of young people (those in 30s) tend to support their fellows for jobs as well as leadership positions. On the other hand, adults (in 40s) have a tendency of selecting their fellow age mates for opportunities at hand such as governance positions. They tend to believe that their fellows understand them better thus, can work together for their aspirations in governance. Generally, the study was balanced in terms experience and understanding of the study purpose.

Furthermore, World Bank (1991) affirms that leadership representation through young people is deemed effective in service delivery and brings much higher development prospects. However, experience also matters a lot in governance where adults give experienced thoughts on governance structures thus; all round decision making process requires all round representation.

4.2.3 Education Level of Respondents
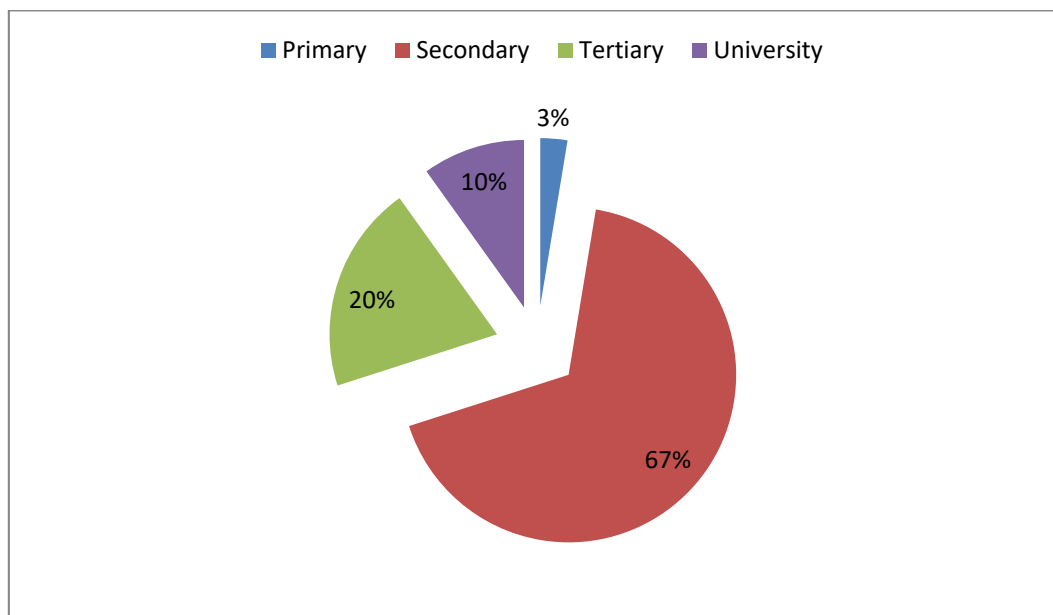
Figure 4.2: Education Qualification of Respondents

Source: Researchers, 2019

Figure 4.2 presents the findings on education attainment of respondents. Majority of the respondents indicated that they had attained Secondary education with a score of 67% (259). A number of them 20% (77) had finished tertiary education, 10% (38) possessed University Degrees (1 with a Masters Degree) and 3% (10) with Primary education. There were 58 respondents who could neither read nor write in English language, the research assistants aided them by translating the questions for them and write down their answers. Questionnaires basically collected quantitative data from the respondents' education. It is imperative therefore, that majority of respondents in Shinyalu Sub-County could read and write (educated) thus, understood the aim of the study well while attempting the study questions.

Mo Ibrahim Foundation (2017) affirms that states with high education standards are more likely to show good governance through fairness in electoral and administrative representation between men and women. In comparison with less education standards, Mo Ibrahim Foundation (2017) further asserts that less educated states work against marginalized groups' wishes and rights. It is therefore not a wonder that some of the African Countries which are praised for their female representation such as Rwanda, South Africa, Seychelles and Senegal are also well ranked in their education standards.

4.2.4 Profession of Respondents
Table 4.2: Professional background of Respondents

Profession	Frequency	Percentage (%)
NGO/CBO/FBO/CSO workers	154	40%
Administrator-National	14	04%
Administrator-County	02	01%
Non-Administrator-National	58	15%
Non-Administrator-County	82	21%
Others	74	19%
TOTAL	**384**	**100%**

Source: Field Data Analysis, 2019

On professional characteristics, Table 4.2 shows 40% (154) of the respondents were working as Non-State Actors in various community organizations such as NGOs, CSOs, CBOs, and FBOs. Other professions included; County Government workers 21% (82), National Government workers 15% (58) and administrators; National 4% (14) and County 1% (2). Others as a profession scored 19% (74) constituting of farmers and businesspersons. However, women representation in the stated professions remained below 40% apart from the Non-State Actors profession where women representation stood at 67%.

The study findings are in tandem with the International Labor Organization {ILO} (2004) report on overall share of women in leadership positions. The report states that women's overall share in public and private sector managerial jobs (including posts as legislators, senior officials and managers). This figure evidently remains considerably lower than women's overall population worldwide. Furthermore, women's representation in decision-making positions in the civil service and public sector bodies still remains a concern to the international conventions and national legal frameworks.
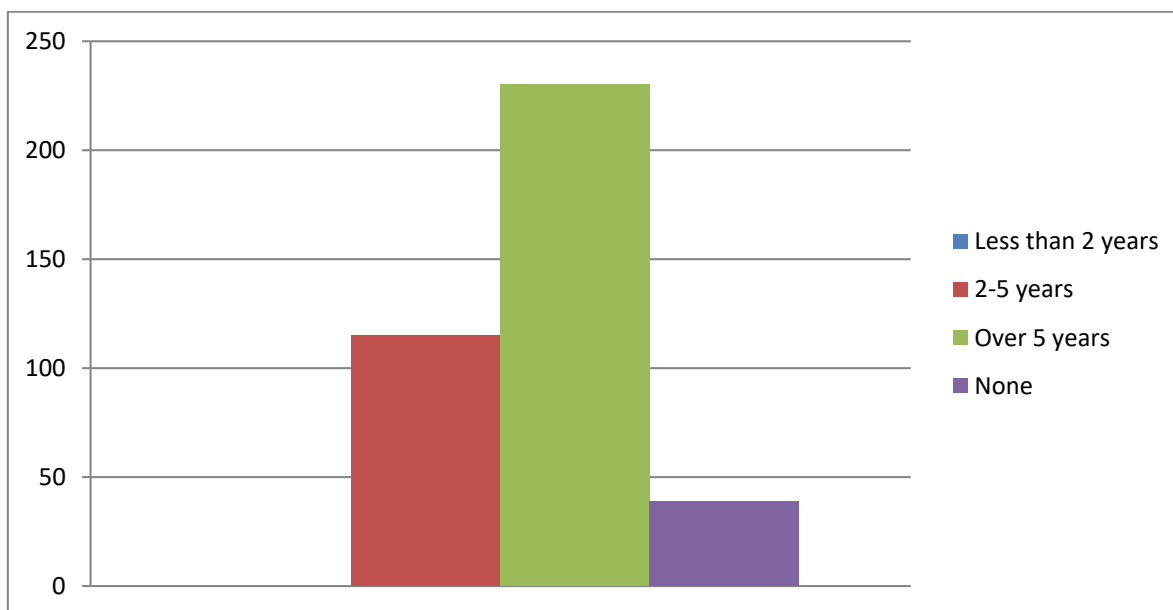
4.2.5 Years of Professional Experience

Figure 4.3: Years of Professional Experience
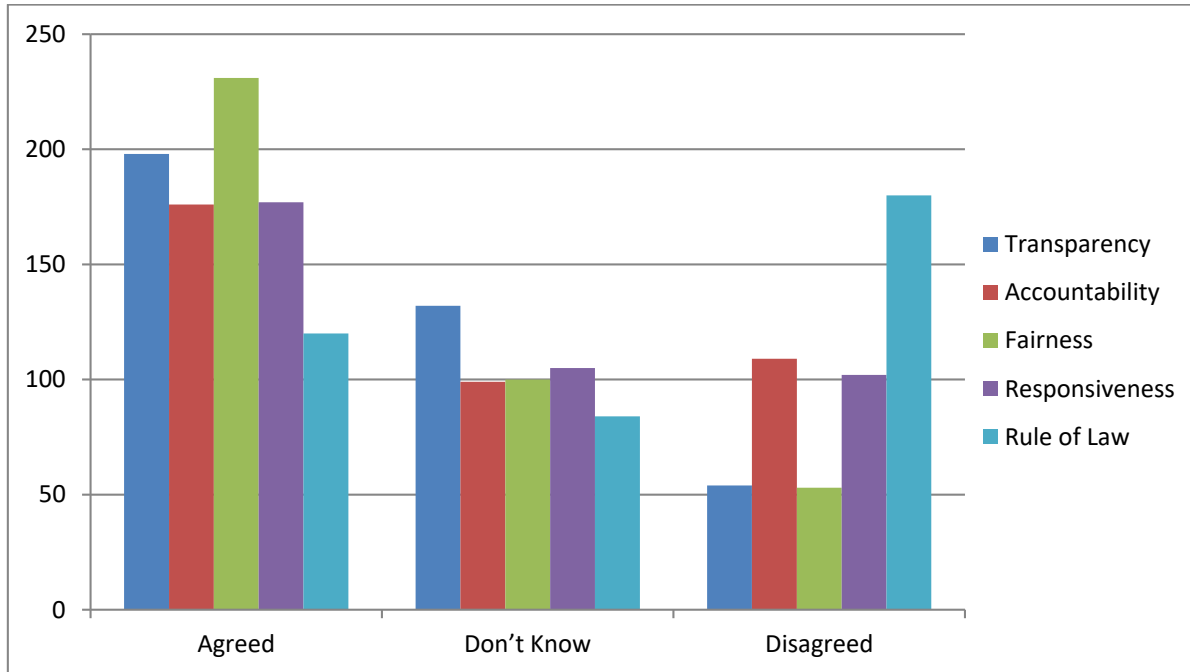
Source: Field Data Analysis, 2019

It was evident that 60% (230) of the respondents possessed a spanning career of over 5 years working in Shinyalu Sub-County. The remaining 40% (154) had a career spanning for less than 5 years. Furthermore, 30% (115) had a working experience ranging between 2 to 3 years with 70% (269) being in either over 5 years of experience or no experience categories. Finally, 10% (39) had no professional career i.e. farmers and businesspersons, thus, 90% (345) of the respondents had a professional career. However, it was learnt that the professional experience among women (majority of the respondents) was low in Shinyalu Sub-County.

On this, the IPU (2012) avows that women still face resistance while carrying out their duties and exercising authority due gender stereotypes that they are qualified for the positions they hold. Furthermore, their effectiveness in governance is not felt yet by men as well as fellow women. The IPU (2012) further asserts that majority of women elected or appointed into governance positions come in with required skills and competence but insufficiency in experience and perceived male dominance in governance structures derail their work performance.

4.3 Women's Involvement in Decision Making on Governance

In answering objective of the study, the researchers sought information on the involvement of women in decision making processes and how it impacted governance in Shinyalu Sub-County. The parameters for measuring governance were; transparency,

accountability in public service delivery, fairness, equity and equality, responsiveness and rule of law. The findings are as shown in Figure 4.4.

Figure 4.4: Involvement of Women in Decision Making on Governance
Source: Field Data Analysis, 2019

The study examined the involvement of women in decision making on governance in Shinyalu Sub-County. The analysis indicated that 60% (231) of in Shinyalu Sub-County could lead to fairness/equity in resource distribution and sharing. The remaining 40% (153) disagreed that fairness in resource distribution could be achieved through the involvement of women. Furthermore, 52% (198) were of the opinion that women involvement in all levels of decision making on governance led to transparent actions. On the other hand, 48% (186) perceived that transparency cannot be met even wits. On accountability and responsiveness, 46% (176) perceived that it was visible in governance structures due to the involvement of women in decision making processes. However, 54% (208) disagreed that women involvement led to accountable and responsive governance. Additionally, respondents perceived that women's involvement in decision making on governance did not stir the growth of rule of law with 51% (196) with 29% (110) agreeing while 20% (78) were not sure. Table 4.3 shows the regression representations of women's involvement in decision making on governance in Shinyalu Sub-County.

Table 4.3: Regression Model on Decision Making and Governance by Women

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.984[a]	.979	.966	.11506

Source: Field Data Analysis, 2019

The regression equation focused on the women's involvement in decision making on governance as measured by; transparency, accountability, fairness, responsiveness and rule of law. Model predictors were inclusive politics, cultural stereotypes and inadequacy of resources.

The study findings revealed positive selected variables as depicted by coefficient of determination (R) of 0.984, and Correlation Coefficient (R- Square) of 0.979. The study results therefore, indicate the selected independent variables do command an influence equivalent to 97.9%

The study findings are in tandem with those of Pearson (2008) affirming that women if given better opportunities in governance, they are great players in engaging. Good governance is built on a participatory and democratic process which promotes the input by all players ultimately. Such a process is only achieved where fairness, transparency, accountability, responsiveness and rule of law are in

play. Patel (2004) further divulges that the involvement of women has never been cut short. They are represented widely in other structures of governance like Non-State Actors (NSA) and other grassroots groups. Governance entails a participatory approach of all institutions working towards the well-being of societies in regard to service delivery.

However, 51% of the respondents disagreed with the perception that the rule of law was being embraced through the one-third gender rule in governance structures. United Nations Development Fund for Women (2009) cements that women's representation in decision making process remains quite low due to non-actualization of some tenets of good governance such as; fairness, equity and equality, which should be conformed to according to the corporate governance demands. Morris (2006) further observes that seldom would we find women chairing crucial committees of a state. Women have been in many cases given little opportunities to head such sectors thereby, their involvement in governance being regarded as limited.

To affirm the above findings, CBO member argued that:

> …the involvement of women in governance in Shinyalu Sub-County as a whole has never been well captured due unreliable existing data. However, the introduction of two-tier governance structure (devolution) has increased their stakes in governance through elective seats and Sub-County representation… (Interview with respondent, Isukha North (Mukhonje trading center) December 24, 2019)

To a respondent from Shinyalu Trading Center, it was asserted that:

> …in my opinion, the involvement of women in decision making on governance in the last 5 years has tremendously increased in Shinyalu Sub-County. For instance, there are four women chiefs and 3 assistant chiefs as well as representatives in various boards of management in different areas… (Interview with respondent, Shinyalu Trading Center, December 15, 2019)

It is data analysis involvement is low due to patriarchal society and negative politics. To address this challenge, a lot of awareness and advocacy should be done for all-round participation hence enhance good governance principles.

5. SUMMARY, CONCLUSION AND RECOMMENDATION

5.1 Summary of finding

Regarding the objective, it was revealed that women's involvement in decision making on governance could tremendously impact on service delivery in the Sub-County. Respondents (60%) had the perception that women involvement in governance could bring fairness and equity in resource distribution and sharing. However, only 40% agreed that transparency, accountability and responsiveness in governance could be upheld if women were involved in governance matters.

5.2 Conclusion

On the basis of the finding of the study, the following conclusion was made. Regarding the objective of the study, it was revealed that there are benefits of having women leadership on board in decision making processes on governance. It was concluded that that in order to foster good governance in Shinyalu Sub-County, women involvement in decision making processes is a mandatory mandate under the legal ad institutional frameworks of governance in order to foster all-round decision making processes on governance.

5.3 Recommendation

Regarding women's involvement in decision making on governance, the study recommends that the two levels of government through elected leaders, Non-State Actors and communities should focus on civic education that empower grassroots communities and especially women. This in the long run may trigger grassroots communities to challenge the status quo. Civic education however, should not be timed too close to the general elections as the civic educators will be competing with the politicians for the voters' attention thus little progress would be made with civic education. It is only through empowerment that women are able to make independent decisions about their choices and consequently hold their fellow women leaders accountable in service delivery and of course women empowerment. Non-State Actors and communities should focus on civic education that empower grassroots communities and especially women. This in the long run may trigger grassroots communities to challenge the status quo. Civic education however, should not be timed too close to the general elections as the civic educators will be competing with the politicians for the voters' attention thus little progress would be made with civic education. It is only through empowerment that women are able to make independent decisions about their choices and consequently hold their fellow women leaders accountable in service delivery and of course women empowerment.

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