

THE IMPACT OF GENDER MAINSTREAMING AS A TOOL OF INCLUSION IN KENYA- A CASE STUDY OF KOJWACH WARD KABONDO KASIPUL CONSTITUENCY

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ABSTRACT

Gender mainstreaming is a new concept and approach towards socio-economic development that has been introduced in Kenya’s policy and strategy framework to actively involve women and men as equals in order to attain sustainable social development. If there is any degree of dis-inclusivity in this approach then the country may not achieve any overall meaningful development. Several studies have shown from empirical evidences where there is gender inclusivity (parity) and sensitivity in revenue allocation, distribution and disbursements gender lead sectors ultimately promote social cohesion and tranquility in the society. The study examined how the gender mainstreaming used as tool of inclusivity in Kojwach Ward, Kabondo Kasipul constituency. The main objectives of the study were to assess the impact of gender mainstreaming on inclusion at kojwach Ward. Secondary data and primary data were used as main source of information in this study. Structured open ended questionnaires were administered to the respondents in Kojwach ward. The target population included; school enrollment and employment in schools, health centers, local administration, county and central government employment with key interest on gender inclusion. Descriptive statistics such as frequencies and cumulative frequencies and frequency percentages were used for data analysis and interpretation. The

findings from the study revealed that women are highly disadvantaged in terms of school enrollment in secondary schools, employment in ward and in the country as a whole. Gender mainstreaming tool is crucial in identifying the level and rate of gender inclusivity in Kojwach. There is need to ensure there is equal participation of women and men and maintain gender parity. The level of development indicators in Kojwach as compared to other Wards in Kenya mainly due to non –inclusion of women in development agenda.

INTRODUCTION

The National Gender and Equality Commission (NGEC) is mandated through Constitution of Kenya 2010, article 27 and the National Gender and Equality Act of 2011 to promote gender equality and freedom from discrimination for all Kenyans. The commission monitors, facilitates and advises on the integration of the principles of equality and freedom from discrimination in the policy and legal frameworks at the national and county levels and in private institutions. Achieving women development requires the considerations of various aspects. Education is an important factor of development but it must be tailored to meet the needs of the target group. In developing countries one of the main barriers to women development is early marriage, which prevents further education, physical growth and power of decision; thus leads to more disparities between men and women. The interpretation of religious beliefs is another factor that legitimates inequalities; organizations have to understand its meaning and find ways to implement development programs in faith-based environments. They also have to advocate change in institutions that sustain disparities for the creation of unbiased policies with all treaties and conventions that Kenya has ratified relating to issues of equality and freedom from discrimination and relating to special interest groups (SIGs) i.e. women, persons with disabilities (PWDs), youth, older persons, minority and marginalized groups and communities, and children. NGEC therefore coordinates and facilitates the mainstreaming of issues of SIGs. The commission investigates on its own initiative or on the basis of complaints, any matter in respect of any violations of the principle of equality and freedom from discrimination. This paper explores the literature on gender and development. . For the public sector, the commission in collaboration with the Ministry of Devolution and Planning developed a reporting template and Guide book, which seeks to guide the public sector in the realization of these provisions. However, for the private sector, understanding of the meaning and operationalization of the principles of the Constitution is still developing.

Gender: The concept of gender refers to a social construct, based on societal beliefs and norms and influenced by biological differences. Understandings about ‘gender’ are changeable, but certain aspects have been difficult to change, resulting in persistent differences between the males and females (men and women, boys and girls) in terms of what is considered appropriate behavior for males and females (relative to each other), and the differences in social, economic and/or political power.

Gender mainstreaming: The definition adopted by the UN General Assembly in December 1997 (ECOSOC, 1997) describes gender mainstreaming as; the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated.

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Mainstreaming suggests changes in the established procedures and cultures of organizations, so that the old mainstream is transformed as new concepts and ways of doing business are accepted. The process of mainstreaming implies flexibility, innovation, learning, and acceptance of new cultural norms. However, these may not be readily embraced by the existing mainstream, so the change process is often subject to resistance. This can lead to significant policy dissonance between high-level statements of intention to create a new mainstream and actions taken to do so what is often referred to as policy evaporation.

Kabondo Kasipul comprises of 51% women and 49% men. The women have not been accorded equal opportunities in economic activities. There exist gender –based discrimination in land ownership, education and employment and leadership opportunities. Women and girls suffer the greatest exclusion from economic participation and have for example, a higher rights abuse. With targeted empowerment, women have an enormous potential to impact on social and economic outcomes, for health and nutrition to education and economic productivity.

The population of kabondo kasipul constituency is made up of 60% youth. Majority of the youth are however unemployment or under-employed leading to high levels of crime, alcohol and drug abuse. According to the Youth Employment Marshal plan 2009, the national unemployment rate is estimated at 40% of labor force. The youth make up 67% of the total labor force.

The leadership of kojwach ward justify the need to integrate gender and youth in productive economic engagement, bearing in mind that approximately 60% of the population are youth below the age of 35. The 30% gender rule established by the 2010 constitution is bound to empower women to participate in socio-economic activities that will improve the situation. Other affirmative action's such as such as the Uwezo Fund, which was introduced in 2013 as a flagship program under the vision 2030 provide youth and women access to grants and interest-free loans, as well as mentorship opportunities to enable them take the advantage of 30% government procurement preference for youth, women, women and persons with disabilities through its capacity building programs which is at stake as at now.

Kojwach being a rural settlement is faced with low life expectancy, high population density, low income and incidences of infant and maternal mortality rates. According to 2016 estimates some 47%of the children are orphaned as a result of factors including HIV and AIDS, among other factors. Still some are found abandoned due to early pregnancies social stigma other social factors.

Kojwach ward has a total of 14 primary schools co-educational with enrollment of 1856 boys and 1873 girls which is a ratio of 1:1unlike the case of secondary school enrollment ratio which stipulates that among the 9 secondary schools kojwach has 1 boys school and 1 girl school with enrollment of 2430 boys and 745 girls which is approximately ratio of 3:1. It therefore becomes a matter of concern to really see where exactly does this difference begin.

STATEMENT OF THE PROBLEM

How might gender equality affect growth and development? Typically, women have globally less economic opportunities to improve their lives. They are often restricted in terms of education, the ownership of wealth, monetary return for their work, financial opportunities, and opportunities to influence the decision making at the level of the family and the society. Given that women are about half of the population and economic potential, it is likely that this situation shows at the macroeconomic level as well. Casual observation indicates that countries in which women and men have more equal economic opportunities are also the more affluent countries.

There seems to be some association between level of development and the role of women in the society. As women's status is considered one of the top priorities in development (see UN millennium development goals) research in this field is growing. Whatever our stance is on feminist economics, we need to be aware of these issues when analyzing the effect of gender on development at the macro level. Indeed, some of the more recent fields of study in economics, like behavioral economics, take some of these challenges more seriously. Another example of risen awareness of the need to consider changing social norms and culture is e.g. a recent book on economics growth by David Weil (2005), which gives considerable emphasis on culture and values.

This study reviewed some of the diverse literature that touches the role of gender in the economy, with the specific focus on issues, which might be expected to be the most critical for overall development. The strategy of this is to look at the evidence, data, issues and analysis in the implementation of mainstreaming as a tool of inclusion in Kojwach ward.

RESEARCH OBJECTIVES

The main objective is to assess the impact of gender mainstreaming on inclusion at Kojwach Ward.

SPECIFIC OBJECTIVES

- a) To assess the level of employment opportunities for both sex in Kojwach Ward.
- b) To assess the level of enrollment in both primary and secondary schools at Kojwach Ward.
- c) To establish the distribution of top management position in public set ups in terms of gender.

RESEARCH QUESTIONS

- a) Did gender mainstreaming have impact on the inclusion of women in economic activities participation?
- b) What was the level of enrollment in both primary and secondary schools at Kojwach Ward?
- c) What was the distribution of top management position in public set ups in terms of gender?

PURPOSE OF THE STUDY

The study sought to establish a ground for both sexes to have equal access opportunities in Kojwach ward. To bring Kojwach ward as a place where all people are equal in terms of participation in development agender. To involve all the stakeholders within the administration of Kojwach ward in understanding of the need to equal resource allocation and distribution across all sexes.

SCOPE OF THE STUDY

The scope of the study was guided by the following considerations:

Time period: From 2013 to 2019. In order to capture trends the period was selected holding to the fact that Kabondo Kasipul constituency was established in 2013 and serving for the second term.

Evaluation type: Primary emphasis was focus on gender and/or women participation on development agenda, there current contribution in terms of education, employment and access to government funding's.

Stakeholder consultation and demand: The study circulated for discussion with every stakeholder; the schools, health centers and other public institutions i.e. local administration and county government employment.

JUSTIFICATION AND LIMITATIONS OF THE STUDY

The study is justified considering that Kenya as a country is taking a milestone in enhancing gender mainstreaming as a tool of inclusion. It's therefore crystal clear that the rural areas are also brought on board so as to enhance conformity with national government a gender. Therefore the study bridges the gap.

Despite the substantial evaluative approaches to gender equality and mainstreaming, the study encountered two significant and related limitations. First, the reporting on results and good practices was uneven, as most organizations do not have gender sensitive monitoring and evaluation systems in place to systematically record outcomes or document good practice and in most cases tended to a void disclosing the information. Second, with the paucity of results data, most evaluations had little choice but to focus on processes and organizational factors relating to policy implementation and mainstreaming. Therefore, there was a substantial bias toward process (as opposed to results) reporting although this proved to be useful in view of the inextricable linkage between processes and the delivery of results.

LITERATURE REVIEW

INTRODUCTION

This chapter presents a review of the relevant literature on the impacts of gender mainstreaming as a tool of inclusion. it consist of two major parts namely; the theoretical review and the empirical review.

Theory of Change for Mainstreaming Gender Equality

The theory of change approach is an evaluation tool that maps out the logical sequence of means and linkages underlying a project, program, or approach. This begins by defining the intended impact of the process, and then moves toward the outcomes that mainstreaming activities aim to directly deliver. Having identified the beginning and end of the results chains, the theory then identifies the stages that must be passed through to move from the outcomes to achieving those impacts. Finally, the theory incorporates the assumptions that need to hold true if progress is to continue; and the forces that must be active to drive the whole process forward. These are labeled —impact drivers. In effective projects or processes impact drivers are frequently also described as assumptions that need to hold true in order to move towards impacts.

The theory of change (Figure 1) was developed early in the synthesis process, based on the definition and principles of mainstreaming laid out by the UN Economic and Social Council (UN ECOSOC). This theory was used in the desk review of evaluations, to (a) assess progress along the causal pathways toward the intended impacts of mainstreaming; and (b) simplify the process of identifying the effects of assumptions and impact drivers, with a particular focus on screening the data for confirming or disconfirming evidence of drivers and assumptions that need to hold for mainstreaming to deliver outcomes and impacts. As a basic principle, if impact drivers are not present, the approach is unlikely to produce impacts.

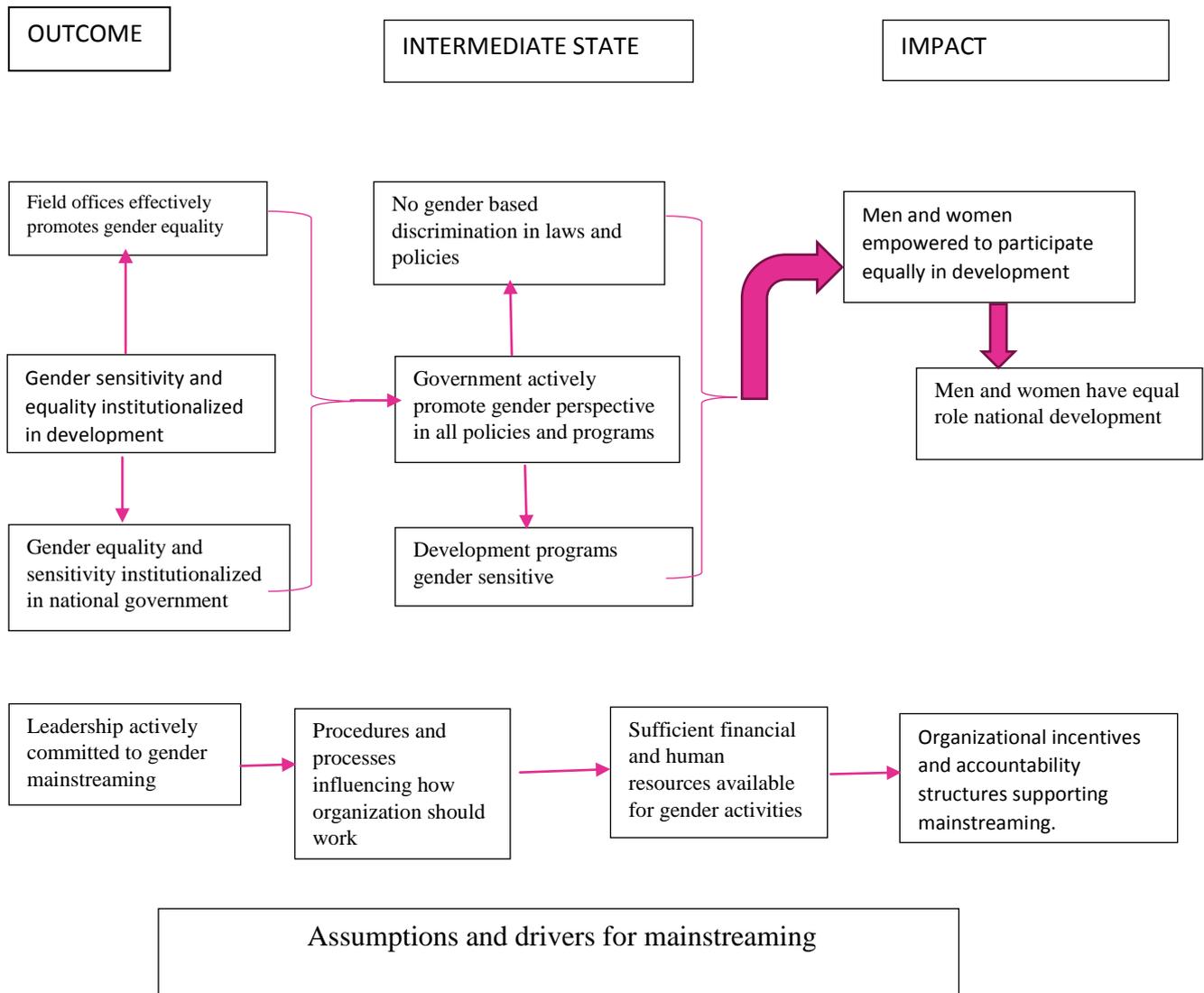


Figure 1. Theory of Change for Gender Mainstreaming

Source: African Development Bank: Evaluation Synthesis on Mainstreaming Gender Equality

The theory of change identifies four key assumptions or drivers that need to be present to achieve the mainstreaming of gender equality: (a) effective leadership, (b) adequate financial and human resources, (c) availability of appropriate procedures and processes, (d) and appropriate organizational incentives and accountability structures.

EMPIRICAL LITERATURE

Globally women’s lives more than men’s are centered at home. They tend to be more excluded from the society at large. This exclusion can be external as in some developing countries or Arab countries or internal by the women themselves. The societal norms and rules may exclude women from particular types of paid employment or leadership positions. On the other hand men may be excluded from the child care and the home sphere, which is considered the woman’s territory. Specialization a la Becker can hardly explain the extent of the resulting segregation and

exclusion. This section will survey some of the current statistics available on issues relating to the status of women.

Education

Over the past decades there have been large and successful investments globally to extend primary education to all children including girls. In the countries that the UNDP classifies as countries with low human development, female literacy rate ranges between 10-85 % with a typical gender gap (the % of literate men – the % of literate women) being around 20%. The higher the incomes and development the smaller is the gender gap (see Figure 2). Globally, this gap has reduced by more than 5 % from 2007 till 2013, with the reduction being more in the low income countries.

Employment

Over the past 30 years women have increasingly become part of the labor force. According to the World Bank statistics women's labor force participation as a ratio to men's has increased from about 0.5 to about 0.8 in the high-income countries. In the low-income countries, this ratio has also increased, from 0.6 to 0.7, while staying at about 0.6 in the middle-income countries.

Decision Making Power

Lack of economic resources is likely to restrict women's economic choices more than men's. Lesser purchasing power translates to lesser decision making power. In developing countries, the laws of inheritance and ownership generally disfavor women more than in developed countries, which may be a significant factor affecting the financial resources women have at their disposal. At the political level women also have less voice.

METHODOLOGY

INTRODUCTION

The methodology used in the study included the research design, data collection methods, targeted population, sampling design and data analysis techniques that are to be employed in the study.

RESEARCH DESIGN

A research design refers to the overall strategy that is to be employed in the study or to integrate the different components of the study in a coherent and logical way, thereby, ensuring that the research problem of the study is effectively addressed. It constitutes the blueprint for the collection, measurement and analysis of data, (De Vaus, D. A. 2001). The study adopted a case study design in examining the impacts of gender mainstreaming as a tool of inclusion in Kojwach Kabondo Kasipul. Kothari (1990) refers to a case study as a form of qualitative analysis that involves a careful and a complete observation of various social units and at the same time describes the social units a family, individual and institution.

Case study helps in bringing a complex issue through detail contextual analysis of a limited number of events, conditions and their relationships. It also allows the application of a variety of methodologies and rely on a variety of sources to investigate the research problem. Therefore case study type of research design proved to be of essence since it brought a qualitative relationship between gender and its impact on development. This type design allowed the analysis of various components that marks gender inclusion; how gender mainstreaming has impacted inclusion of both sexes in participation in development agenda, how it has influenced service delivery and how it has influenced education and health sectors in Kojwach ward.

DATA COLLECTION

The study used both the primary and secondary data as main sources of information. Primary data refers to data that is originated for the first time by the researcher through direct effort and experience, specifically for the purpose of addressing the research problem. These entail data collected through various methods such as through the use of questionnaires, direct observation, telephone interviews and through sampling. The advantage of primary data is that it is specifically tailored to the research needs and it helps the researcher to collect data for the specific purpose of the study. Secondary data refers to the second hand information which had already been collected and recorded by any person other than the user for a given purpose. It majorly involves data collected from various sources such as published County journal articles, books, reports, government publication and census that majorly relates to devolution. This type of data was easily available and less costly.

This study therefore used primary data that mainly entailed data that was collected through the use of questionnaires that was issued to various schools and health centers randomly in a stratified form. The data was also collected through direct observation of various population parameters such school enrollment, employment by gender and employment structure. The secondary data that was used in this research entailed the data that was collected from Kenya Bureau of Statistics, County Publications, World Bank Publications and Kabondo Kasipul constituency strategic plan 2018-2022.

TARGETED POPULATION

The data that was collected based on education and health centers in every location and sub location in Kojwach and other public offices within the ward with keen interest on education by gender enrollment in the school and employment in various health centers. The study included all the 14 primary school namely; Atemo, Otel, Dudu, Ogera, Njura, Nyakwaka, Ringa, Rungu, Orinde, Harambee, Apondo, Kojwach, Nyaluru and God Agak. Secondary schools within the ward include; Ringa Boys, Ringa Girls, Kojwach, Atemo, Orinde, Lutheran God Aga, Rungu and Apondo and all the 5 health centers namely; Kamunge, Tala, Ringa, Ringa Catholic and Atemu health centers. Areas of interest including employment level of both sexes from top position to subordinate staff. The public offices included the local administration.

DATA ANALYSIS

The data that was collected was both qualitative and quantitative. The primary data were sorted, edited, and coded. This enhanced the reliability of the data obtained. The tenacity of coding the data was to classify the answers to different questions from the questionnaires into meaningful categories so as to come up with an essential outcome that reflects the true economic condition of the county as a whole.

Content analysis was used to analyze the data which generally refers to any technique used to make inferences through systematic and objective identification of specific characteristics, (Nachmias, 1996). It also assessed the relevance and quality of the written materials to ensure that the available materials were free from vagueness, biasness and that the materials were accurately written and presented. The data that was collected was then summarized into various sources and were arranged into various specific categories where each issue falls. This helped to structure the data in such logical manner that enable sound and effective analysis of data and interpretation.

Statistical Package for the Social Science (SPSS) was also used for analysis. This method is one of the best statistical data analysis software in that a handful statistical methods can be leverage in SPSS,

these include; Descriptive statistics and methodologies such as frequencies, cross tabulation and descriptive ratio statistics.

This method is extremely a powerful tool for manipulating and deciphering survey data. This made the process of pulling, manipulating and analyzing data clean and easy.

DATA ANALYSIS AND PRESENTATION OF RESULTS

INTRODUCTION

The objective of the study is to establish the impact of gender mainstreaming as a tool of inclusion a case study of Kojwach ward. The data is presented in charts and graphs describing the outcome of the research that was conducted in Kojwach ward Kabondo Kasipul.

GENERAL INFORMATION

Respondent Gender

This section identifies the gender who responded to the questionnaires administered.

Gender

Table 1. Respondents' Gender

	Frequency	Percent	Cumulative percentage
Valid Male	20	57	57
Female	15	43	100
Total	35	100.0	

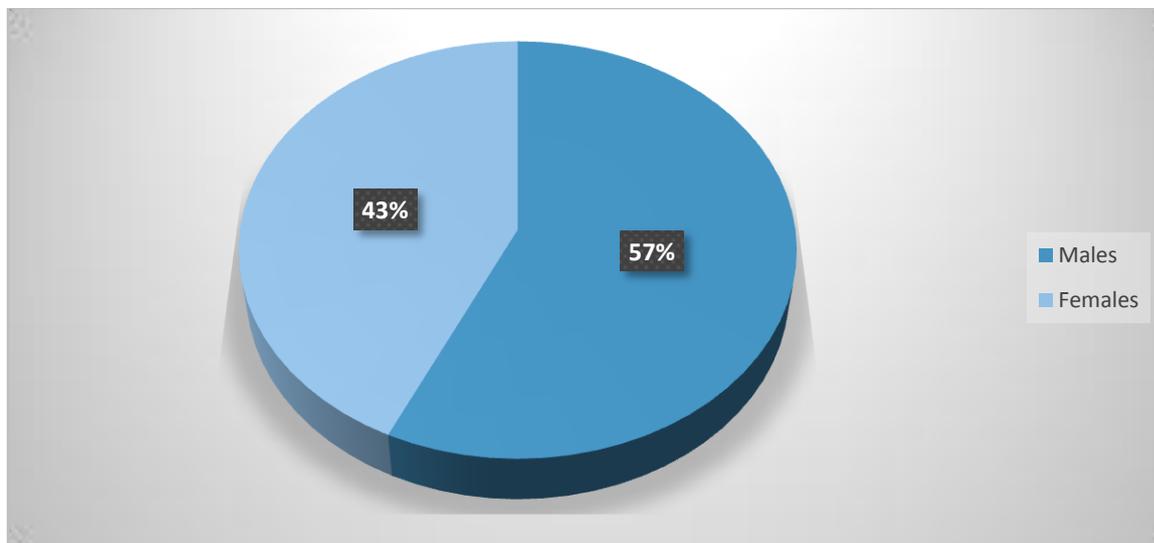


Figure1

From table 1 and figure 1 above, the total number of participants who fully participated in filling the questionnaires was 35, where 20 participants were male and 15 females. The male percentage was 57% while that of females was 43%. It is clear that the gender representation is not equal depicting that the females are not vibrant and willing to engage as the males.

4.1.2 Respondents Age Distribution

It was critical and important to identify the age distribution of the participants in the county in order to determine if they are still productive and active in supply of labor force that contribute toward the

growth and development of the ward hence increase in per capita income thus alleviating poverty. Respondents’ age distribution also helped to examine if the respondents are direct beneficiaries of the county and central government initiatives and also their degree of involvement especially in Kojwach ward.

Age of participants

Table 2.Respondents’ Age

Age bracket	Frequency	Percentage	Cumulative percentage
<20	0	0	0
21-30	2	6	6
31-40	5	14	20
41-50	15	43	63
51-60	12	34	97
Over 60 years	1	3	100
TOTAL	35	100	

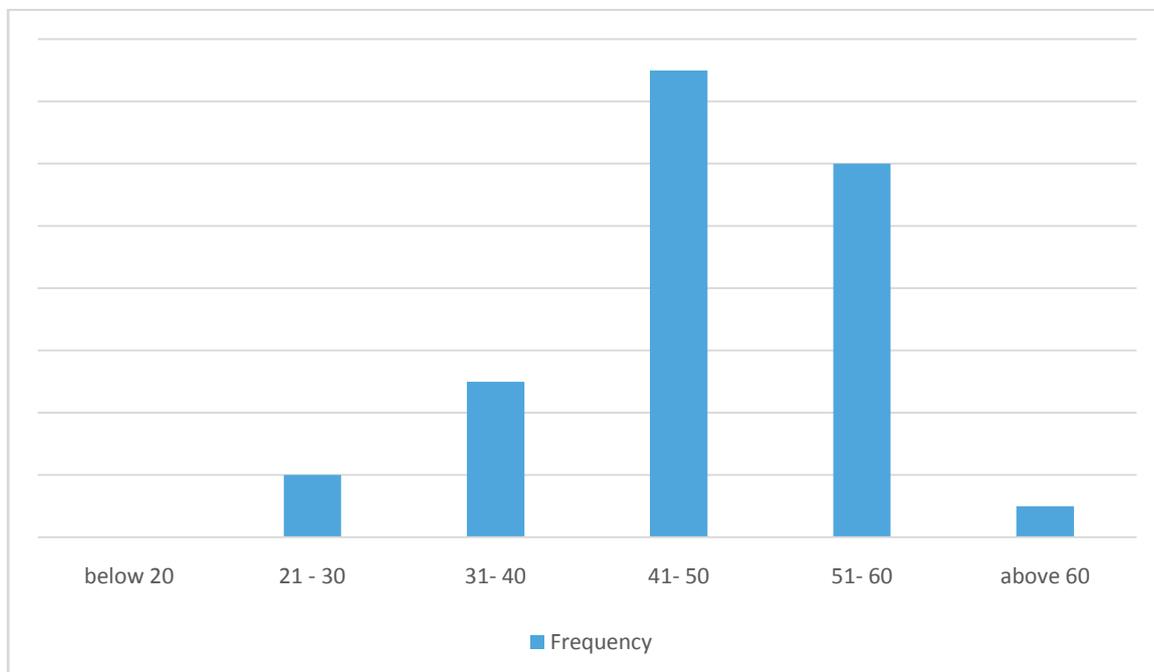


Figure 2: Respondents’ Age

The above figure 2 and table 2 show that the age participants ranges in the youth bracket between the ages of 25 to 40 years. It is clear that 20% fall in 20-40 years bracket implying that only 7 out 35 respondent were youths irrespective of gender. This a clear indication that the adults are over

represented. There is overall adult dominance in the ward in terms of employment since the questionnaires were directly administered at the place of work.

4.1.3 Respondents Academic Qualifications

It was vital to identify the respondents' level and condition of education. This is because education is an important variable in one's reasoning capability and conceptual ability-which is required in filling the questionnaires-. This also contributes to an individual's ability to be more effective and productive in their jobs. The level of education further determines the access and affordability of education by residents.

Table 3. Respondents' Academic Qualifications

Level of education	Frequency	Percentage (%)
Secondary	2	6
Certificate	12	34
Diploma	13	37
Degree	8	23
	35	100

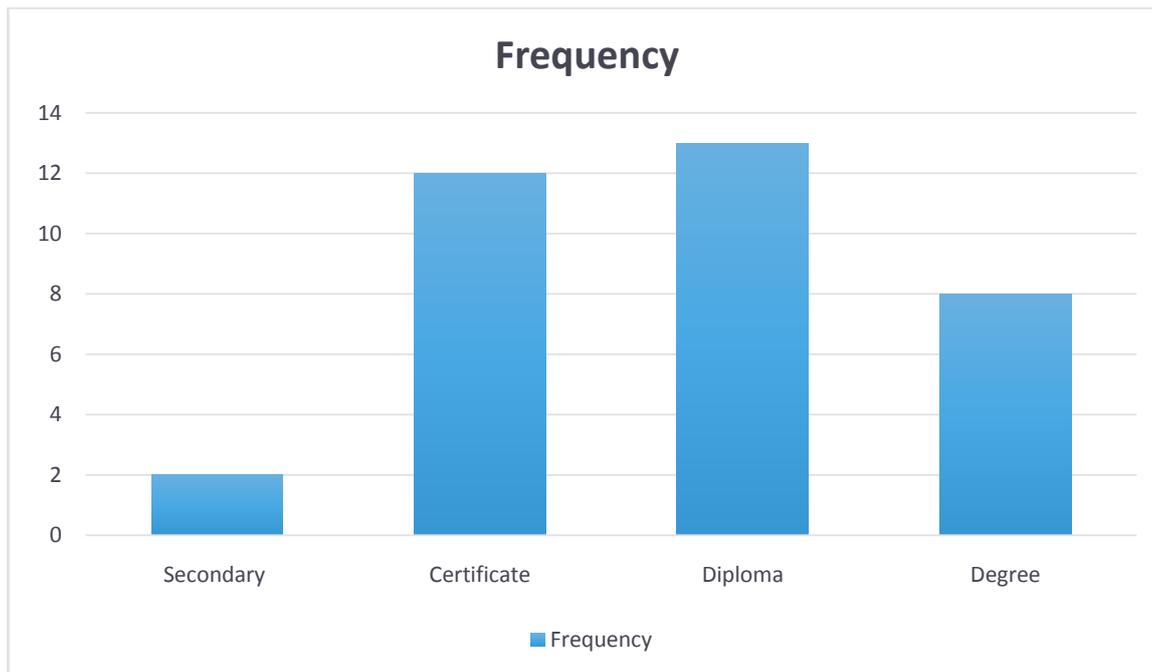


Figure 3: Education Level

From table 3, it can be noted that a total of 6% have a secondary certificated 34% have academic qualification in certificate level, 37% have diploma and 23% have degree. Those with only a primary education, constitute a smaller percentage of 0% of the total respondents since the questionnaires were specifically administered to the head of the institutions. For that reason, the researcher help to interpret the questions that were challenging to comprehend where needed.

4.2 FINDINGS AND DETAILED ANALYSIS

The main basis of the questionnaires was centered in establishing the impact of gender mainstreaming in enhancing gender equality in economic development participation within the ward. The research identified the following:

TABLE 4. Education (school enrollment)

Level	Boys enrollment	Girls enrollment	Ratio
primary	1856	1873	1:1
secondary	2430	745	3:1

The ward has 14 public mixed primary schools with a total of 1856 boys and 1873 girls from the giving a ratio of 1:1 in primary school. This indicates that there gender balance at early stages of growth, boys and girls are equally competitive. The most populated school is Ringa primary school with a population of 399 boys and 356 girl which is approximately 1:1 ratio while the least populated school is Dudu primary with a population of 115 boys and 85 girls which is similarly almost 1:1. However this is not the case in secondary school enrollment which has a ratio of 3:1. The unanswered question is where do this girls go after graduating from primary? The questionnaires were administered to the local mixed schools which is believed to be 90% native dominance. Harambee Secondary School recorded extreme gender parity with only 27 girls which is 20% of total population. A unique trend was also observed a cross the local mixed schools i.e. proportionate enrollment were recorded in the early forms but a tendency of diminishing in number of females was discovered a cross the forms till the forth form. This therefore justified the need to recast the solution to this unanswered question.

Among the 21 mixed secondary and primary schools the respondents rated gender mainstreaming as a tool to cover up the unanswered question as per the pie chart below:

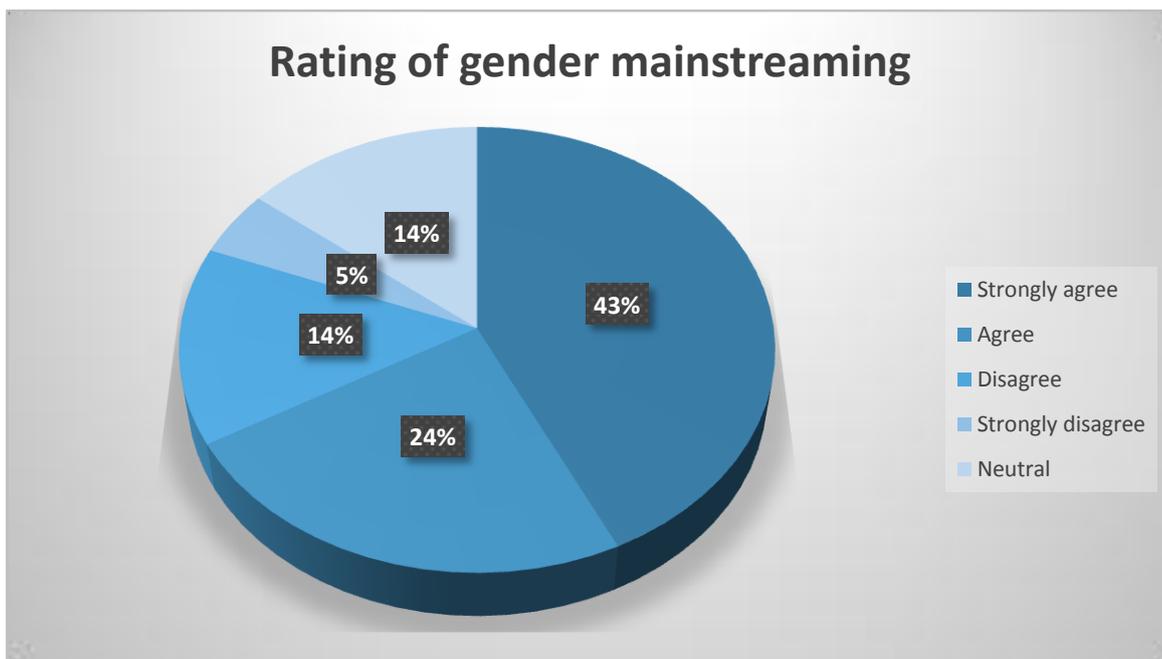


Figure 4.

Those who strongly agree were 9 out of 21 mixed s implying that 43% of the respondents has absolute confidence that gender mainstreaming is the tool to curb up the gap.

Employments in Schools

The study involved determining the number total number of teaching staffs employed in all the 14 primary schools and 9 secondary schools. Gender ratio and leadership participation in the school. The study discovered that 60% of the primary schools are headed by female counterparts while almost 80% of the schools are headed by males. Just to mention but a few; Atemo, Njura, Dudu and Harambee are headed by female while only God Agak Secondary is the Mixed school headed by a female. In terms of overall teaching staff employment, there are 724 government employed teachers within the ward in primary school. About 57% of the teaching staffs are male while in secondary has a total of 283 teachers with 65% being males. Both primary and secondary had a common feature in terms of employment of the supporting staffs. There is female dominance in various areas of specification giving an overall ratio of 2:1. One of the biggest surprise was the discrimination of the youths in leadership participation. Most of the school heads were age above 38 years leaving the youths only with craft works.

Gender mainstreaming was highly recommended to be a tool to be implemented both by national government and within the local institutions to bridge up the gap that otherwise is a turmoil to gender inclusion in the ward thus development as well.

Employment in Health centers

Kojwach ward has 3 operating health center while the remaining 2 are ongoing projects.

Table 5. Employment in Health Centers

Dispensary	Head	No. of males working	No. of females working
Ringa	Female	3	2
Kimonge	Male	4	3
Harambee	Female	2	2
Totals		9	7

The number of employees include both employed staffs and supporting staffs. The both the gender are represented well however most females serve on temporary basis. Generally the youths are still under represented in the health sector in Kojwach ward. There is a general shortage in the number of staffs serving in the health centers and there is need to bridge up the gap by employing more youths. The a shortage has contributed to poor service delivery which in turn adversely affect women in the region holding the fact to that women are the biggest attendants.

Leadership Position

Kojwach ward consist of 2 locations; Kojwach and Kojwach East, the former being led by male while the latter is headed by a female. Kojwach location has 3 sub location led by 2 males and 1 females i.e. kamiyoro, Kamuga and Kawere. The ward is led by a male MCA. Overallly the women and youths are not well represented in public position not only in the ward but to the constituency as a whole. Only 20% of the public office is held by women and youths in the whole Kabondo Kasipul Constituency.

Accessibility to Public Funds

Kabondo Kasipul constituency according to Kenya National Bureau of Statistics 2015 has a poverty index of 63%. This means that almost half of the constituents live below the poverty line. Most

households derive their livelihood from subsistence farming and retail trading. The funding program ongoing is Uwezo Fund that is aimed to empower women and youths within the constituency. The study discovered that there discrimination in the process of identifying who to receive what share. It was discovered that accessibility involved favoritism that violates the principles of gender mainstreaming. This has contributed to higher cases of gender abuse which are unreported as women seek favors.

SUMMARY, CONCLUSION AND RECOMMENDATION

INTRODUCTION

The main purpose of the study was to establish the impact of gender mainstreaming as a tool of inclusion in Kojwach ward. The specific objectives of the study involved; to assess the level of employment opportunities for both sex, to assess the level of enrollment in both primary and secondary schools, to investigate the accessibility of government funding's i.e. Uwezo Fund by both gender and to establish the distribution of top management position in public set ups in terms of gender. This chapter therefore present the summary of the findings, conclusion and recommendations made based on the research findings.

SUMMARY ON FINDINGS

The study established that gender mainstreaming has a positive correlation with gender inclusivity which in turn directly determine development of Kojwach ward. Since the implementation in 2013 the impact has been a slow but positive increase in gender inclusion in education employment with highest being in primary teaching staffs. There is poor inclusion in secondary school employment while there is moderate inclusion in Health Centers with a ratio of about 2:1 male-female since 2018. The overall secondary ratio gender recorded worst scenario with a ratio 3:1 boys-girls. High drop-out level were recorded on girl child, which is accosted by early pregnancy incidences, poor family background burdened with school fees and the overall culture of male preference in Kojwach ward.

CONCLUSION

The study concludes that there was gender inequality in Kojwach ward in terms of:

Girl child education

Women and youths inclusion in property ownership

Leadership inclusion in economic development

Accessibility to public offices and funds by women and youths

Employment in the formal sector since majority of women and youths are informally employed.

Therefore Kojwach ward just like many other wards in rural set up is faced with gender inequality issues that currently Kenya as a nation is aiming to eliminate and establishing inclusive participation of every person in development programs. Since implementation in 2013 gender mainstreaming as a tool has recorded a progress in establishing gender balance in in participation. The tool was strongly agreed to be effective as per the respondents to the questionnaires administered.

RECOMMENDATION

Due to the above challenges that the study realized, the study therefore recommended the following actions that can hasten gender inclusion in country:

Kenya as a country need to invest school facilities that meet the basic facilities requirement for girl child to have conducive learning environment especially, most schools in Kojwach ward are

substandard in facilities endowments which is associated with worsening gender ratio in secondary school.

Gender mainstreaming has not been consistently incorporated into overall organizational reform processes designed to improve development effectiveness, but instead has been advanced as separate category with no incentives or accountability. Therefore the need to install incentives keeping eye on the progress especially in rural areas is much needed as per Kojwach ward findings. Monitoring of mainstreamed programs is an important dimension of accountability, since it provides feedback on intervention progress and the foundation for lesson learning.

Decision making process on gender issues should be accompanied by the participation target group in the ground level since the relay different information with some serve their own interest. This leads to information asymmetry thus hindering the implantation of gender mainstreaming.

Property ownership and succession rights should be hastened to completely wipe out traditional norms on ownership of assets such as land. This will enhance women to grow independent of control from their counter parts.

Gender mainstreaming personnel's should be devolved to monitor the progress of the programs put in place to correct the inequality.

5.4 SUGGEST AREA OF FURTHER RESEARCH

The study suggested a further research on the Role of Culture in Gender inclusion.

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