

**Determinants of Public Participation on Women's Leadership in Nyatike Sub County,
Migori County, Kenya**

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20/00041

**A Research Thesis Submitted in Partial Fulfillment of the Requirements for the Degree
of Master of Arts in Social Transformation with a Specialization in Governance.**


Tangaza University

Nairobi

October 11th, 2024

DECLARATION

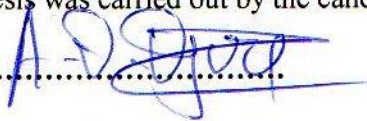
I, the undersigned, do declare that this study is based on my reading, personal observations and scientific research. It has not been submitted to any other higher education institution other than Tangaza University. All citations have been fully acknowledged. I agree that the University can photocopy sections of this thesis at its own discretion.

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We confirm that this thesis was carried out by the candidate under our supervision.

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DEDICATION

I dedicate the research project to women leaders around the globe and to the women leaders in Nyatike Migori County who feel excluded from key decision-making processes affecting them.

ACKNOWLEDGEMENT

I extend my gratitude to Tangaza University and the Institute for Social Transformation, for granting me a great environment for study, research, and writing. My deep appreciation goes to my supervisors, Dr. Aloys Ojore and Dr. Beatrice Ndiga for their guidance on this research thesis. My gratitude also goes to my fellow students for their support and friendship. My family must be acknowledged for their steadfast support throughout my time at Tangaza University. Finally, I thank my daughter Whitney Quincy for her understanding, perseverance, support and tolerance while I was studying and away from home.

ABSTRACT

This study investigates the determinants of public participation in women's leadership in Nyatike Sub County, Migori County, Kenya. It specifically examines the factors influencing women's involvement in decision-making processes, assesses the impact of institutional policies on women's leadership, and evaluates the effectiveness of public participation mechanisms in enhancing women's leadership within the region. Guided by feminist, public administration, and participatory development theories, the research employed a mixed-methods design utilizing a convergent parallel approach to collect both quantitative and qualitative data. The target population consisted of men and women leaders aged 18 years and above, with a sample size of 200 respondents selected through stratified random sampling for quantitative data and purposive sampling for qualitative insights. Data were collected using structured questionnaires and in-depth interview guides, with subsequent analysis performed using descriptive and inferential statistics via the Statistical Package for Social Sciences (SPSS). The findings revealed that socio-cultural factors, including traditional gender roles and family responsibilities, significantly impede women's participation in decision-making, affecting 55% of respondents. Institutional policies were shown to have limited effectiveness, as only 28% of participants recognized their role in promoting women's leadership. Moreover, public participation mechanisms were underutilized, with only 45% of respondents indicating meaningful engagement in decision-making processes. Statistical analyses, including Pearson correlation and chi-square tests, indicated weak associations between gender distribution, monthly income, and institutional biases. In conclusion, the study highlights the critical role of sociocultural constraints and inadequate institutional support as significant barriers to women's leadership in Nyatike Sub County. To enhance women's participation in leadership roles, the study recommends the implementation of gender sensitization programs aimed at challenging entrenched traditional norms, policy reforms to strengthen institutional frameworks, and the promotion of inclusive public participation initiatives to ensure women's voices are meaningfully incorporated into decision-making processes. Additionally, the study advocates for further research to investigate additional factors influencing women's leadership participation and to assess the long-term impact of the proposed interventions on women's roles in leadership.

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LIST OF ABBREVIATIONS AND ACRONYMS

- AIDS:** Acquired Immuno-Deficiency Syndrome
- CDAs:** Community Development Agreements
- CSO:** Curriculum Support Officer
- CYG:** Community Youth Group
- DMP:** Decision-Making Processes
- FT:** Feminist Theory
- HIV:** Human Immuno-Deficiency Virus
- IST:** Institute for Social Transformation.
- LC:** Local Chief
- MCAs:** Member of County Assembly
- MDP:** Ministry of Devolution and Planning
- MP:** Member of Parliament
- NACOSTI:** National Commission for Science, Technology and Innovation
- NGOs:** Non-Governmental Organizations
- NREGS:** National Rural Employment Guarantee Scheme
- PACs:** Public Affairs Committees
- PAT:** Public Administration Theory
- PDT:** Participatory Development Theory
- SPSS:** Statistical Package for Social Sciences
- TU:** Tangaza University
- UK:** United Kingdom
- UN:** United Nations.
- VSLAs:** Village Savings and Loan Associations
- WBG:** World Bank Group
- WEE:** Women's Economic Empowerment
- WEL:** Women's Empowerment Link
- WG:** Women Group
- W-REP:** Woman Representative

OPERATIONAL DEFINITION OF TERMS

Public Participation: The involvement of individuals in decision-making processes in Nyatike Sub County, measured by attendance at meetings, voting rates, participation in discussions, and other forms of civic engagement documented through community logs and surveys.

Women's Leadership: The representation and influence of women in leadership roles within community governance structures in Nyatike Sub County, assessed through the number of women in leadership positions, their participation in decision-making processes, and community perceptions of women leaders, as documented in surveys and interviews.

Institutional Policies: The formal guidelines and regulations that govern participation and leadership roles in Nyatike Sub County, evaluated based on their accessibility, effectiveness, and impact on women's involvement in leadership, analyzed through policy reviews and stakeholder interviews.

Cultural Beliefs: The local norms and values that influence attitudes toward women's leadership and participation in decision-making in Nyatike Sub County, examined through community surveys, focus group discussions, and qualitative interviews to capture cultural attitudes and perceptions.

Advocacy Campaigns: Initiatives aimed at promoting awareness and support for women's leadership and participation in decision-making processes in Nyatike Sub County, assessed by the number of campaigns conducted, community engagement levels, and changes in attitudes pre- and post-campaign, as documented through surveys and campaign reports.

Decision-Making Processes: The structured methods through which decisions are made within community organizations in Nyatike Sub County, evaluated by analyzing the inclusiveness of these processes, stakeholder representation, and transparency, as gathered from community meetings and organizational records.

Socioeconomic Factors: The economic and social conditions that affect women's ability to participate in leadership roles, including education levels, income, employment status, and access to resources, measured through demographic surveys and interviews.

Community Engagement Mechanisms: The systems and practices that facilitate public involvement in governance and decision-making in Nyatike Sub County, assessed through the effectiveness of forums, workshops, and community meetings in promoting participation, documented through observations and participant feedback.

CHAPTER 1: INTRODUCTION

The problem this study addresses is the women's leadership representation in Nyatike Sub County, Migori County, Kenya, which remains significantly low, reflecting a notable gender imbalance. This chapter provides more information about the researcher's experience and connection to the study location. It includes detailed background information on the determinants of public participation to women's leadership in Nyatike Sub-County. Moreover, it presents the problem statement, research questions, significance of the study, and scope of the study.

1.1 Insertion

The researcher possesses a profound personal connection to the issue at hand, rooted in her background experiences and interactions within Nyatike Sub County, located in Migori County, Kenya. As a female aspirant leader in Nyatike, she has actively engaged with the community, gaining firsthand insights into their myriad challenges. This direct engagement has facilitated her interaction with diverse groups, including youth, women, men, elders, organizations, institutions, and societies within Nyatike and its surrounding villages. Such interactions have equipped the researcher with valuable perspectives on the local communities and the distinct obstacles they confront.

Growing up in Nyatike, the researcher encountered numerous social issues that significantly affect the population, particularly women. These challenges included pervasive poverty, corruption, the HIV/AIDS epidemic, limited access to educational and medical facilities, underdevelopment, inadequate infrastructure, and escalating unemployment rates. She personally experienced the hardships faced by community members and felt marginalized by the entrenched poverty and the perception that politicians wield considerable wealth and control over community resources.

Moreover, the researcher observed a troubling trend in the misuse of public resources by politicians, which left the community voiceless and unaware of essential policies and accountability measures. A particularly stark observation was the pronounced gender imbalance in leadership roles, with men occupying the vast majority of these positions.

The low representation of women in leadership has far-reaching direct and indirect consequences for the community as a whole. These experiences have prompted the researcher to recognize the critical role of public participation in fostering social transformation within Nyatike Sub County. They underscore the urgent need to promote principles such as good governance, citizen involvement, respect for the rule of law, inclusivity, efficiency, transparency, responsibility, accountability, empowerment, and targeted policy initiatives to drive positive change in the region.

1.2 Background of the Study

Globally, women's participation in governance and leadership remains a pressing issue, as they have historically been underrepresented in decision-making roles across various institutions (United Nations Women [UN Women], 2019). Recent efforts have resulted in a gradual increase in women's representation in elected positions, with women constituting approximately 25% of national political participation (UN Women, 2019). Research highlights those diverse perspectives brought by women can enrich political discourse and decision-making processes, thereby leading to more comprehensive and inclusive policies (UN Women, 2019). Despite progress, women continue to face substantial barriers to leadership roles, including socio-cultural resistance, inadequate civic education, and a lack of supportive institutional frameworks. These challenges are particularly evident in resource management sectors, such as water and sanitation, where women's input is crucial for sustainable governance (Wuya, 2021). The active involvement of women in governance not only promotes their rights and empowerment but also enhances the overall effectiveness of

policy-making by addressing gender-specific issues that may otherwise be overlooked (Milazzo & Goldstein, 2019).

Recognizing the critical importance of women's roles in governance is essential for promoting equitable participation. Women navigating the complexities of social and cultural expectations often encounter discrimination that hinders their leadership aspirations (Wallace, 2008). The research emphasizes the significant gap in women's representation in leadership positions across global public and private sectors, highlighting the ongoing challenges they face in accessing and advancing within these roles (World Bank Group, 2016). Given that women comprise approximately 50% of the global population, their contributions are vital for fostering sustainable development and effective governance (Ashraf & Ali, 2018).

In many developing nations, including those in Africa, institutional and structural factors play a pivotal role in shaping women's participation in leadership. Chitsamatanga, Rembe, and Shumba (2018) note that gender disparity, limited participation in decision-making, and pervasive gender-based violence are significant obstacles that women encounter. These barriers are compounded by traditional gender roles and a lack of access to education and economic opportunities, which collectively restrict women's autonomy and decision-making capabilities (Bako & Syed, 2018). Efforts to address these challenges have gained momentum globally, with increased awareness of the need for gender equity in leadership positions. For instance, data from UN Women (2020) reveals that women occupy 36% of elected positions in local governance across 133 African nations. However, substantial underrepresentation persists, particularly in rural areas where cultural norms and traditional beliefs continue to hinder women's political engagement (Sajjad, Kaleem, Chani, & Ahmed, 2020).

In Kenya, the 2010 Constitution mandates a two-thirds gender rule for political representation. Despite this legislative framework, the reality remains that women's

representation in decision-making positions is limited, as reflected in various reports (Opoku, Anyango, & Alupo, 2018). According to the 2019 Census, women represent over half of the population and labor force in Kenya (Statistics, 2019). However, their participation in public leadership roles has not improved significantly (Dessie, 2018). While advocacy efforts, including those by male allies, can contribute to gender parity, persistent disparities and challenges continue to obstruct women's leadership aspirations (Kadamu, 2020).

This study aims to explore the determinants of public participation in women's leadership specifically in Nyatike Sub County, Migori County, Kenya. The region faces significant challenges, including high levels of poverty, unemployment, and limited access to education, all of which contribute to the marginalization of women and restrict their leadership opportunities. Through investigating these factors, the research seeks to identify the influences affecting women's public participation and leadership in this context, ultimately contributing to the broader discourse on gender equity and sustainable development.

1.3 Statement of the Problem

Women's leadership representation in Nyatike Sub County, Migori County, remains significantly low, reflecting a notable gender imbalance. Despite the constitutional mandate for gender representation, only 2 out of the 7 ward seats were occupied by women in the 2022 elections, highlighting their severe underrepresentation (Nyagwanga, 2016). This issue extends to community leadership roles, where women's voices are often marginalized. Educational disparities persist, with fewer girls completing secondary education compared to boys, further limiting their leadership prospects (Adriaanse & Schofield, 2014). A study by Kisumu and Abas (2022) emphasizes that girls in rural Migori face significant barriers to

education due to poverty and cultural norms favoring boys' education, perpetuating gender inequality.

Several factors contribute to these disparities, including structural barriers, unequal socioeconomic opportunities, and inadequate access to mentorship (Maila & Ross, 2018). Rigid workplace structures and gender stereotypes also play significant roles (Kamalizeni et al., 2018). Research by Atuma and Nyamongo (2021) in Nyatike reveals that cultural norms and gender biases hinder women's access to leadership, underscoring the need for targeted interventions. Furthermore, women in leadership are more likely to advocate for policies that benefit other women, promoting gender equity and support for autonomous activities (Birindelli et al., 2019). Empirical evidence shows a strong link between public participation and women's leadership. Inclusive public engagement enhances women's representation in leadership roles, leading to better policy outcomes for all societal groups (Breslin et al., 2017). Local studies indicate that community involvement initiatives in Nyatike could improve women's participation in decision-making, though these initiatives are underutilized (Ochieng, 2020). Despite these findings, significant research gaps exist regarding the challenges affecting women's participation in decision-making in Nyatike. Comprehensive data collection is needed to better understand the barriers women face. Most existing studies focus on broader regions, leaving a gap in localized research specific to Nyatike. Identifying the socio-economic determinants of women's leadership participation is crucial for developing targeted strategies to promote gender equity (Adriaanse & Schofield, 2014).

Recognizing the urgency of these issues, research on the impact of public participation mechanisms on women's leadership in Nyatike is essential. By analyzing factors affecting women's participation, the socio-economic determinants of leadership, and the effect of public participation on promoting women's leadership, this project aims to identify

challenges and propose viable solutions for achieving gender equity and development in the region.

1.4 Purpose of the Study

The study aims to examine the determinants of public participation on women's leadership in Nyatike Migori County, Kenya. The researcher believes that significant women's participation in the Sub County will help speed up development activities. It will also be a positive move towards the realization of the dream of the Kenyan Constitution 2010, which calls for gender inclusivity and the 30% representation of women in all sectors of life.

1.5 Objectives of the Study

The general objective of this study was to assess the determinants of public participation in women's leadership in Nyatike Sub County, Migori County, Kenya. The specific objectives of the study were to:

1. Examine factors affecting women's participation in decision-making processes in Nyatike Sub County,
2. Establish the influence of institutional policies on women's participation in leadership in Nyatike Sub County,
3. Evaluate the effect of public participation mechanisms on promoting women's leadership in Nyatike Sub County.

1.6 Research Questions

1. What factors affect women's participation in decision-making processes in Nyatike Sub County, Migori County, Kenya?
2. What is the influence of institutional policies on women's participation in leadership in Nyatike Sub County, Migori County, Kenya?
3. How do public participation mechanisms impact the promotion of women's leadership in Nyatike Sub County, Migori County, Kenya?

1.7 Significance of the Study

This study on the determinants of public participation in women's leadership in Nyatike Sub County contributes significantly across multiple domains: Firstly, the findings could provide valuable insights to the Kenyan government, particularly the Ministry of Devolution and Planning. By promoting inclusive public engagement that reflects community social values, the government can formulate more informed policies and effective strategies to encourage women's leadership in local governance.

Secondly, insights from this research are expected to empower women leaders, community leaders, and stakeholders by highlighting the current state of women's leadership and public engagement. This knowledge can help women identify existing gaps and develop targeted strategies to address obstacles in Nyatike Sub County. Thirdly, the study contributes to the body of knowledge regarding public participation and women's leadership, offering invaluable information to future researchers and policymakers focused on advancing gender equity and enhancing women's leadership in public institutions.

Moreover, by amplifying the voices of women leaders, the study can document their experiences and enhance advocacy, raising awareness of the challenges they face and increasing their visibility in public discourse. Lastly, the study may provide practical recommendations for improving women's participation in leadership roles. Identifying effective public participation mechanisms and socioeconomic factors that support women's leadership will inform initiatives aimed at fostering gender equity in Nyatike Sub County. From a theoretical perspective, this research enhances understanding of the factors influencing women's leadership participation. The recommendations may guide policymakers in formulating and implementing affirmative action and policies aimed at increasing women's representation in leadership roles. Moreover, the study could benefit women by clarifying the determinants of their representation and offering actionable insights. programs and policies that ensure equal participation of both genders in leadership roles.

1.8 Scope of the Study

This study focused on the determinants of public participation in women's leadership within Nyatike Sub County, Migori County, Kenya. It aimed to examine the factors influencing women's participation in decision-making processes, highlighting the social, cultural, and economic elements that shaped their engagement. Furthermore, the research established the influence of institutional policies on women's leadership, evaluating how existing frameworks promoted or hindered gender equity. The study also sought to assess the effect of public participation mechanisms on enhancing women's leadership within the community. Conducted over three months, the research involved a diverse sample of participants, comprising both males and females aged 18 years and above, all residing in Nyatike Sub County, thereby ensuring that the findings were relevant to the local context. To maintain rigor, only published articles and reports from 2012 onward were reviewed, aligning the research with contemporary discussions and the current socio-political environment affecting women's leadership in the region. Key literature informing this study was reviewed in Chapter Two

1.9 Assumptions

In this study on the determinants of public participation in women's leadership in Nyatike Sub County, the following key assumptions are made:

1. The study assumed that respondents would provide accurate and honest responses in questionnaires and interviews, reflecting their genuine perceptions and experiences regarding women's leadership and public participation.
2. The study assumed that the selected sample adequately represented the diverse demographics of Nyatike Sub County, allowing for the generalization of findings to the broader community.

3. The research assumed that the cultural dynamics and existing institutional policies in Nyatike Sub County significantly influenced women's leadership roles and their participation in decision-making processes.

1.9 Limitations and Delimitations

This study on the determinants of public participation in women's leadership in Nyatike Sub County faced certain limitations and delimitations, which were managed to reduce their effect on the findings. A key limitation was the reliance on self-reported data, which may not fully capture the complexities of women's leadership experiences due to subjective biases. Time constraints also limited the exploration of additional public participation mechanisms. To address these issues, a research assistant was engaged for efficient data collection, and the researcher took care to interpret responses thoroughly.

In terms of delimitations, the study was restricted to Nyatike Sub County, excluding perspectives from other regions in Migori County, thus limiting the generalizability of findings. By focusing exclusively on women's experiences, broader community dynamics, such as men's roles, were not explored. However, these delimitations ensured a focused analysis on institutional policies and women's leadership within Nyatike.

CHAPTER 2: LITERATURE REVIEW

2.1 Introduction

This chapter investigates the determinants of public participation about women's leadership in Nyatike. It focuses on three key objectives: first, it examines the factors influencing women's participation in decision-making processes, highlighting the barriers and facilitators that affect their involvement. Second, it establishes the influence of institutional policies on women's participation in leadership, assessing how these policies shape opportunities and support for women leaders within the community. Finally, it evaluates the effect of public participation mechanisms on promoting women's leadership, exploring how inclusive practices can enhance women's visibility and engagement in leadership roles. The chapter draws upon relevant theoretical frameworks and empirical studies to provide a comprehensive understanding of these dynamics and identifies areas for future research.

2.2 Theoretical Literature Review

The study on the determinants of public participation in women's leadership is grounded on three key theoretical frameworks: feminist theory, public administration theory, and participatory development theory.

2.2.1 Feminist Theory

Feminist theory has its origins in the women's rights movement and began to take shape in the late 19th and early 20th centuries, evolving through the contributions of numerous feminist scholars (Ferguson, 2017). This theoretical framework primarily addresses gender inequalities and advocates for women's empowerment by emphasizing the need for societal, political, and economic reforms. It critically examines how patriarchal structures and established gender norms inhibit women's full participation in leadership and governance, thus offering insights into the systemic barriers that hinder women's leadership in various

contexts. Rat (2015) highlights that systemic gender biases and power imbalances significantly restrict women's access to leadership roles. This underscores the importance of addressing these barriers to foster gender equity in all aspects of society. Feminist theory also provides a framework for analyzing how public participation can influence women's leadership opportunities and how it can contribute to alleviating gender disparities. By focusing on socio-cultural and structural factors, this theory aids in identifying the challenges women encounter in public decision-making processes, specifically in Nyatike Sub County.

A crucial aspect of feminist theory is intersectionality, which examines how different social categories such as education, socioeconomic status, and cultural practices—intersect with gender to shape women's experiences in leadership (Crenshaw, 2020). This perspective allows for a detailed analysis of how public participation can support women's leadership while accounting for the unique barriers they face in this region. While feminist theory is robust, it has faced critiques for sometimes focusing narrowly on the experiences of women from specific socioeconomic backgrounds, which may overlook the diverse realities of women in different contexts (Roomi, Rehman, & Henry, 2018). To broaden the analytical scope, this study integrates elements of public administration theory. This approach facilitates a systematic evaluation of governance frameworks and administrative processes, enhancing the understanding of how these structures impact women's leadership. By incorporating these theoretical perspectives, the study aims to explore the factors affecting women's participation in decision-making processes, assess the influence of institutional policies on women's leadership, and evaluate how public participation mechanisms can promote women's leadership in Nyatike Sub County.

2.2.2 Public Administration Theory

Public Administration Theory explores the roles of administrative processes, organizational structures, and the implementation of public policies in the management of public affairs (Cox III, Buck, & Morgan, 2019). This theory emphasizes effective management, transparency, and accountability as critical components within public administration. By asserting that efficient administrative practices and well-defined governance structures are vital for successful public management, the theory provides a framework to analyze how these elements can influence women's participation in decision-making processes.

In the context of Nyatike Sub County, applying Public Administration Theory allows for a detailed examination of the factors affecting women's involvement in leadership roles. This includes assessing whether existing governance structures facilitate or hinder women's participation and identifying gaps in current practices that need addressing. The theory's focus on management and accountability will also support the objective of establishing the influence of institutional policies on women's leadership, evaluating how these policies impact the opportunities available to women in decision-making contexts.

While the theory effectively highlights administrative processes, it is important to recognize its limitations, particularly in addressing the cultural and social factors that can influence women's leadership experiences (Frederickson, Smith, Larimer, & Licari, 2018). By acknowledging these limitations, the study can also evaluate the effect of public participation mechanisms on promoting women's leadership. This approach ensures that the analysis is not only grounded in administrative efficiency but also considers the broader social dynamics that shape women's leadership opportunities in Nyatike Sub County.

2.2.3 Participatory Development Theory

Participatory Development Theory emphasizes the importance of involving communities in the development process to ensure that initiatives are culturally relevant and responsive to local needs (Chambers, 1997). According to Naku and Afrane (2016), this theory highlights the significance of active community engagement and participatory mechanisms in achieving equitable development outcomes. It posits that successful and sustainable development initiatives require the active involvement of local communities throughout the planning and implementation stages. By adopting a community-centric

approach, initiatives can be tailored to meet the specific needs and contexts of the populations they aim to serve.

However, despite its strengths, Participatory Development Theory faces challenges in ensuring that participatory processes are genuinely inclusive rather than merely symbolic. Achieving meaningful engagement can be particularly difficult in resource-limited settings, where various constraints may hinder effective participation. To address these challenges, this study incorporates insights from both Feminist Theory and Public Administration Theory. This integration ensures that participatory approaches are aligned with effective administrative practices while promoting gender equity principles.

The combination of Feminist Theory, Public Administration Theory, and Participatory Development Theory offers a comprehensive framework for analyzing the impact of public participation on women's leadership in Nyatike Sub County. Feminist Theory elucidates systemic barriers and intersectional challenges that women face, while Public Administration Theory provides a structured assessment of governance and administrative processes. Meanwhile, Participatory Development Theory underscores the critical importance of community engagement and local relevance in fostering effective leadership for women within the community.

2.3 Empirical Literature Review

This section presents an empirical literature review aligned with the study objectives. It examines existing literature on the factors affecting women's participation in decision-making processes, the influence of institutional policies on women's leadership, and the evaluation of public participation mechanisms that promote women's leadership in Nyatike Sub County. Following this review, the discussion identifies research gaps that have emerged from the findings, leading to the development of a conceptual framework that supports the study's objectives and provides a structured approach to understanding the dynamics of women's leadership within the context of public participation.

2.3.1 Factors affecting women's participation in decision-making processes

Women's participation in decision-making processes is vital for fostering democratic governance and ensuring effective planning. The study by Marzuki (2015) highlighted the necessity of democratizing social values through public engagement, identifying bureaucratic constraints and insufficient public administration systems as major obstacles to women's participation. Similarly, Zhou et al. (2019) noted that public participation in China suffers due to a lack of driving forces, inadequate access to information, and limited forms of

engagement. In Australia, Fung (2015) underscored the need for systemic reforms and enhanced public education to improve women's participation levels, reflecting challenges found in various democratic contexts.

Avolio, Chávez, and Vílchez-Román (2020) conducted a comprehensive literature review addressing the underrepresentation of women in scientific careers, categorizing influencing factors into individual, family, social, educational, and labor-economic domains. Their framework serves as a tool for researchers and policymakers to identify gaps in women's participation across different sectors, including decision-making. In the Southern African Development Community (SADC) region, Mlambo and Kapingura (2019) examined factors influencing women's political participation, noting that labor participation, government functionality, and political culture have positive effects. However, they also highlighted that civil liberties and the human development index negatively impact participation rates. Their recommendations emphasized the need for active engagement from political stakeholders to facilitate greater involvement of women in political structures.

In Ghana, Munemo (2017) investigated women's participation in political and public decision-making, revealing barriers such as entrenched patriarchy, the burden of multiple roles, insufficient resources, and male-dominated work patterns. Recommendations from this study included the creation of enabling environments to promote women's engagement at higher levels. The study done by in Nigeria by Baba et al. (2015) analyzed barriers to women's participation in household decision-making in Nigeria, noting the pervasive issue of institutionalized gender discrimination. Collectively, these studies indicate that women's participation in decision-making processes is influenced by a complex interplay of factors, including bureaucratic constraints, lack of information, economic and socio-cultural barriers, educational awareness, decision-making styles, political networks, and gender stereotypes.

The study conducted in Ethiopia, Hora (2014) identified socio-cultural attitudes, domestic responsibilities, and the absence of role models as significant barriers preventing women from attaining leadership positions within Bedele town administration. Similarly, Frederico et al. (2018) explored factors influencing abortion decision-making among young women in Mozambique, revealing determinants such as low autonomy, limited access to health facilities, and a lack of patient-centered services.

The study done in Kenya by Atieno et al. (2019) identified education, language proficiency, employment status, trust, and political contributions as crucial factors influencing public involvement in environmental impact assessments. They emphasized that enhancing educational and awareness levels could significantly improve women's participation in decision-making processes. Papa (2016) also highlighted challenges in Busia County, attributing weak decision-making processes, inadequate democratic networks, and income-related disparities as major obstacles to participation. Chepchieng (2018) and Mutabai (2017), discussed political barriers to women's participation and challenges in project monitoring and evaluation, emphasizing the necessity of robust political frameworks and support systems. Ayanaw (2021) examined women's roles in seed selection and production within the agricultural sector, finding low participation in decision-making despite substantial labor contributions. The study identified constraints such as inadequate infrastructure, cultural barriers, and lack of market access. Addressing these challenges through systematic reforms, improved public education, inclusive decision-making processes, and strong political frameworks is essential for enhancing women's participation and promoting effective governance and planning, particularly in Nyatike Sub County.

2.3.2 The influence of institutional policies on women's participation in leadership

Institutional policies play a crucial role in shaping women's participation in leadership across various contexts. These policies can either facilitate or hinder women's access to leadership roles, depending on their design and implementation. This section reviews literature that examines the influence of institutional policies on women's leadership participation, focusing on empirical findings and theoretical frameworks. Ademe and Singh (2015) conducted a study in the Amhara Region of Ethiopia, exploring factors affecting women's participation in leadership within public higher education institutions. Their

research highlighted that despite existing policies aimed at increasing the representation of women in leadership roles—such as affirmative action—the actual representation remains significantly low. For instance, women constituted only 7.1% of leadership positions, far below the critical mass standard of 30%. The study indicated that while supportive policies were in place, they often failed to translate into meaningful action due to a lack of institutional commitment and inadequate support systems. It emphasized the need for policies that not only set targets but also provide the necessary resources and training to empower women in leadership roles.

Similarly, Mbepera (2015) examined the underrepresentation of women in senior leadership positions in community secondary schools in rural Tanzania. The study found that institutional policies related to recruitment and promotion were often nontransparent and biased, contributing to women's exclusion from leadership roles. The findings suggested that community perceptions and societal norms further exacerbated the challenges, indicating that institutional policies must address both internal mechanisms and external societal influences to effectively promote women's leadership. Kanadli, Torchia, and Gabaldon (2018) investigated the dynamics of board decision-making in Norwegian firms and how institutional factors influence women's participation. They found that board chairpersons' leadership efficacy and an open board culture significantly enhanced women's contributions to decision-making. Their study underscores the importance of fostering an inclusive institutional environment that encourages women's voices in leadership roles, suggesting that policies promoting openness and collaboration can mitigate the barriers women face in corporate governance.

In the Kenyan context, Choge (2015) highlighted the challenges women face in leadership development within primary school management. Despite the government's

affirmative action policies aimed at increasing women's representation, the study revealed persistent barriers such as cultural stereotypes and a lack of promotion opportunities. Choge's research indicated that institutional policies need to evolve beyond mere compliance to actively foster an environment conducive to women's leadership, including mentorship and professional development initiatives. Kossek, Su, and Wu (2017) explored the interplay between organizational gender dynamics and socioeconomic factors affecting women's career equality. Their study indicated that organizations with robust gender equality policies experienced improved women's participation in leadership roles. They argued for policies that address systemic barriers, including gender bias, to create a more equitable workplace.

These findings collectively suggest that while institutional policies are critical for promoting women's participation in leadership, their effectiveness depends on comprehensive implementation and the broader sociocultural context. Policies should not only focus on increasing numbers but also provide the necessary frameworks, support systems, and cultural shifts to empower women in leadership positions. This aligns with the objective of fostering an inclusive environment where women can thrive and contribute meaningfully to decision-making processes.

2.3.3 Effect of public participation mechanism on promoting women's leadership

Public participation mechanisms are critical in shaping women's involvement in leadership, particularly within local governance structures. These mechanisms encompass political, social, economic, and cultural dimensions, which significantly influence women's engagement and management of local beliefs and practices. In Canada, Nenko, Parkins, and Reed (2019) investigated Indigenous experiences with public advisory committees (PACs) in forest management. The study revealed significant disparities between Indigenous and non-Indigenous participants regarding their values and perceptions of PAC processes. Indigenous

participants reported unique challenges and inequities in public engagement, underscoring the need for substantial policy adjustments to ensure that Indigenous voices are meaningfully incorporated into decision-making processes.

In Ghana, Dogbey (2017) examined women's participation in local government, focusing on the Akatsi South District of the Volta Region. Using mixed methodology, including semi-structured interviews and questionnaires, the study revealed a troublingly low level of female participation in local governance, with no women currently elected to the Assembly. This significant gender disparity is attributed to barriers such as financial constraints, lack of education, and cultural obstacles. Dogbey recommended strategies to enhance women's involvement, including increasing awareness, providing financial support, and implementing a quota system for women.

In Kenya, E.N. Sahle (2018) explored the complex interplay of gender, ethnicity, class, and state dynamics that influence women's political participation. The study highlighted how entrenched client-patronage networks constrain women's roles in the political sphere, revealing how local beliefs and social structures can limit women's engagement in governance. Tagoe and Abakah (2015) further emphasized the barriers to women's political participation in Ghana, including inadequate financial resources and cultural perceptions of politics as a "dirty" game. They advocated for legislative measures to reserve quotas for women and financial support from NGOs to enhance women's political engagement.

Research by Jagers et al. (2018) discussed how local participation impacts community support for natural resource management, demonstrating that participatory democracy enhances legitimacy and community support. Applying these principles to women's participation can empower women to manage local beliefs and practices effectively by including them in decision-making processes that directly affect their communities. Auria

(2018) investigated factors influencing elite women's participation in political leadership within the Maasai community in Kenya. The study found that historical trends, socio-cultural factors, and economic conditions significantly influence women's political participation. Auria recommended initiatives to sensitize women about their importance in politics, reduce cultural barriers, and implement policies that support women's economic empowerment, enabling them to navigate and potentially transform local beliefs. Grillos (2018) examined women's participation in environmental decision-making in northern Kenya, providing evidence that greater inclusion of women improves decision outcomes. The study focused on pastoralist communities vulnerable to climate change, demonstrating that increased women's participation at both household and community levels enhances resilience to drought. The findings emphasized the potential benefits of empowering women in environmental decision-making processes.

Rigon (2014) reported on the Strengthening Inclusive Leadership project and the Transformative Leadership project under Women's Empowerment Link (WEL) in Kenya. Conducted in Kitui County, the pilot study revealed that targeted programs significantly increased women's participation in various leadership roles, including church leadership and school governance. This suggests that effective programs and reliable assessment tools can enhance women's leadership participation in local communities., public participation mechanisms are essential for promoting women's leadership by addressing the barriers they face and empowering them through inclusive processes. By recognizing and integrating women's voices into decision-making, local governance can become more equitable and reflective of community needs.

2.4 Research Gap

Despite significant research on women's political participation in Kenya, a crucial gap remains in understanding the determinants of public participation on women's leadership. Current literature does not adequately address how public participation mechanisms influence

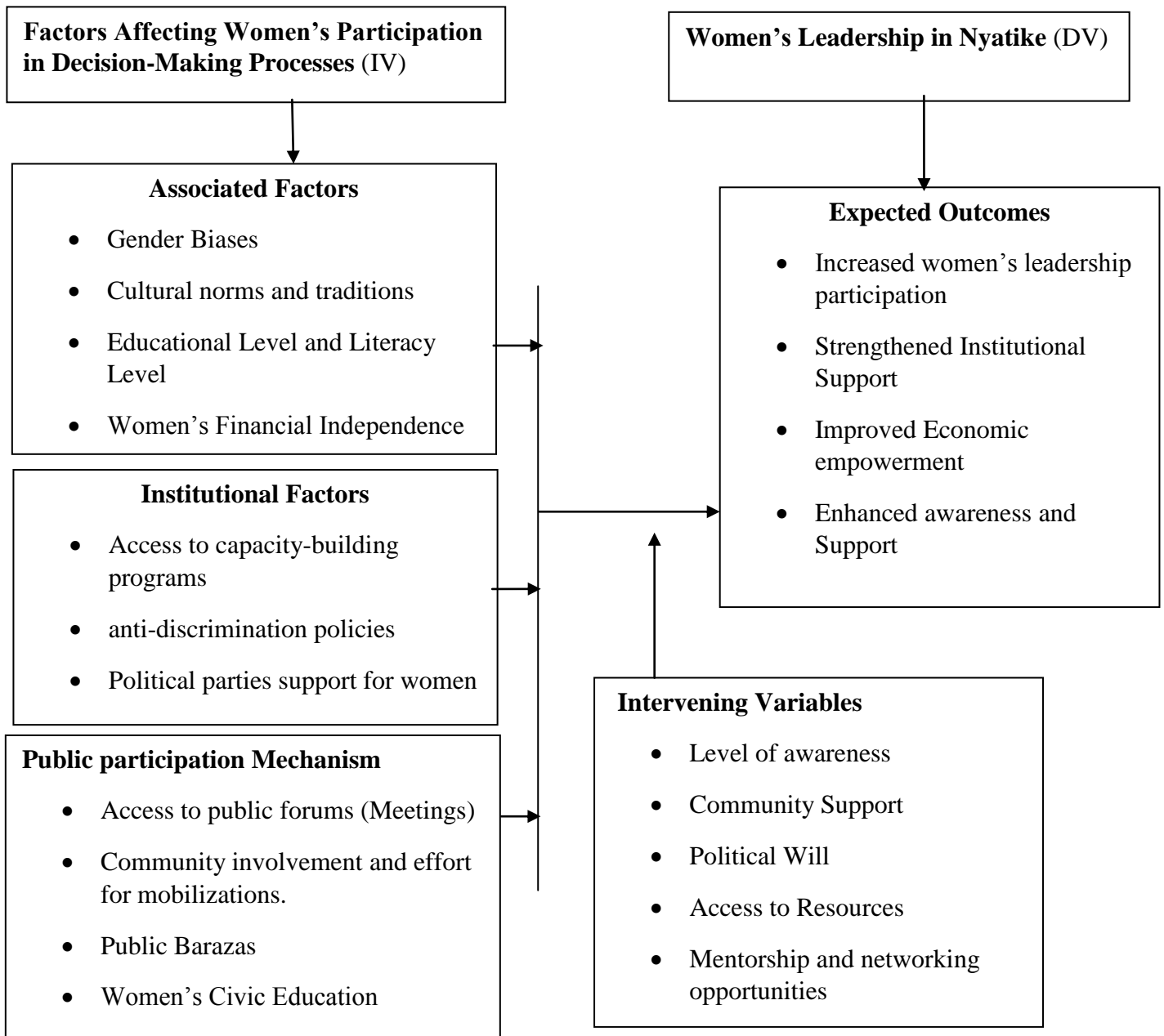
women's involvement in decision-making processes, and leadership roles, or how institutional policies affect their leadership journey. Omolo, Simatwa, and Otara (2019) provided broad insights into women's representation in leadership across Kenya but did not focus on the specific dynamics where unique socio-cultural and institutional factors may influence women's leadership opportunities. This gap highlights the need for a localized study that addresses how these factors manifest in Nyatike. Regarding factors that influence women's participation in decision-making processes, existing studies have primarily addressed national trends without exploring how such factors operate at a community level. Barriers like cultural beliefs, education, and economic challenges are often generalized without considering the specific challenges women face. A focused exploration of how these factors impact women's ability to engage in decision-making roles within the community is essential. In terms of institutional policies, while Peprah, Buor, and Forkuor (2019) examined women's political empowerment in Kenya, they did not address how institutional frameworks at the local level influence women's participation in leaderships institutional policies both formal and informal play a key role in either enabling or hindering women's leadership. Understanding how these policies are implemented and their specific effects on women's leadership remains an unexplored area that this research intends to address. Moreover, the effect of public participation mechanisms on promoting women's leadership in Nyatike has not been thoroughly studied. Jagers et al. (2018) demonstrated how local participatory democracy can enhance community support for natural resource management, suggesting that similar mechanisms could be applied to women's leadership promotion. However, the specific ways in which public participation mechanisms empower women to take on leadership roles have not been adequately explored.

2.5 Conceptual Framework

Grant and Onsaló (2014) stress that conceptual framework is about information regarding directed concepts and challenges with presumptions of the present relationship. Figure 2.1 is an illustration depicting how the study's variables relate.

Figure 2.1:

Conceptual Framework



The conceptual framework for the study on the determinants of public participation on Women's Leadership in Nyatike Sub County, Migori County, Kenya illustrates the intricate interplay between the independent variable of public participation and the dependent variable of women's leadership, while considering various intervening factors that shape these interactions. Public participation serves as a critical mechanism that enables women to engage in community decision-making processes through avenues such as community meetings, local government forums, and public consultations. By actively participating in these forums, women can voice their perspectives, advocate for their rights, and influence local governance.

However, the effectiveness of public participation is significantly moderated by socio-cultural, economic, and institutional factors. Socio-cultural dynamics, including cultural norms and gender biases, can either facilitate or hinder women's involvement in these participatory processes. For instance, communities that support women's leadership are more likely to encourage their active participation in decision-making, thus increasing their representation in leadership roles. Economic factors such as educational attainment and access to financial resources further impact women's ability to engage meaningfully in public life. When women are economically empowered, they are better equipped to participate in leadership roles and influence policies that address gender inequalities.

Moreover, institutional policies play a vital role in shaping the landscape for women's participation. Gender-sensitive policies and affirmative action measures can create a supportive environment that promotes women's leadership. When public participation mechanisms are designed to be inclusive and accessible, they not only enhance women's involvement but also improve the overall effectiveness of governance in the community. The successful interaction of these variables can lead to positive outcomes, such as an increase in the number of women in leadership positions and their ability to effect change in their communities. Through fostering a culture of active public participation and addressing the barriers that women face, the study aims to contribute to the development of targeted strategies that enhance women's leadership in Nyatike Sub County.

CHAPTER 3: RESEARCH METHOD

3.1 Introduction

This chapter addresses the research design, study location, target population, sample size, sampling methods, and data collection instruments. It further outlines the reliability and validity of the instruments, the procedures for data collection, data analysis techniques, ethical considerations, reflexivity, and the anticipated outcomes of the study.

3.2 Research Design

The study utilized a mixed-methods research approach, specifically employing a convergent parallel research design. This design was deemed appropriate as it allowed for the simultaneous collection and analysis of both quantitative and qualitative data (Creswell, 2014; Johnson & Onwuegbuzie, 2004). The research investigated public participation and its impact on women's leadership. This design enabled a comprehensive understanding of the phenomenon. The quantitative method provided numerical data on the levels of public participation and women's representation in leadership roles, offering statistical insights into patterns and correlations (Mugenda & Mugenda, 2012). Meanwhile, the qualitative method captured in-depth perspectives and experiences related to cultural beliefs, challenges faced by women leaders, and the complex dynamics of public engagement (Patton, 2015). By integrating these two approaches within a convergent parallel design, the study aimed to triangulate findings, enhance the validity of the results, and provide a holistic understanding of how public participation influenced women's leadership.

3.3 Location of the Study

Nyatike Sub County, situated in Migori County, was the focus of the study. It is one of the eight administrative divisions within Migori County. Nyatike Sub County encompasses a range of administrative units and geographic areas. The sub-counties within Migori County include Rongo, Suna East, Suna West, Kuria East, Kuria West, Awendo, Uriri, and Nyatike, with the latter serving as the specific study area. The Sub County is predominantly rural, with agriculture, fishing, and gold mining serving as the primary sources of livelihood for its residents. The researcher, having personal experience in this area, was familiar with the challenges women face in pursuing leadership positions, including extreme poverty, deeply ingrained traditions, and cultural norms. Nyatike was chosen as the study site due to its diverse population, which offered valuable insights into the dynamics of public participation and its influence on women's leadership, making it an ideal location for the investigation.

3.4 Target Population

As defined by Russell (2013), the "target population" refers to the specific group being studied, characterized by observable traits that allow for the generalization of findings. For this research, the target population comprised men and women leaders aged 18 years and above residing in Nyatike Sub County. The Study targeted 400 individuals, consisting of men and women leaders across the seven wards of Nyatike. Specifically, the target population encompassed school principals, local chiefs, area Members of County Assembly (MCAs), community spiritual leaders, community group leaders, education curriculum support officers (CSOs), community youth groups, organizational leaders, Members of Parliament (MPs), and women representatives in parliament (WREPs) (Russell, 2013).

3.5 Sampling Techniques and Sampling Size

The study employed a combination of sampling techniques to obtain a representative sample from Nyatike Sub County. For the quantitative data collection, **stratified random sampling** was used. The population of Nyatike Sub County was divided into subgroups based on demographic characteristics such as age and gender. This approach ensured that both men and women were adequately represented in the sample. Random samples were then selected from each subgroup to gather diverse perspectives on decision-making processes.

In collecting qualitative data, **purposive sampling** was employed to select participants with relevant experience and authority in leadership roles within the community. This method focused on individuals who had decision-making responsibilities, ensuring that the information obtained was directly related to understanding the factors influencing women's leadership and the impact of institutional policies.

The study included participants who were permanent residents of Nyatike Sub County and aged 18 years and older. Efforts were made to ensure equal representation of both genders in the quantitative sample. For the qualitative data, participants were specifically those holding leadership positions within the community. Individuals who did not provide consent to participate were excluded from the study, along with those outside the specified age range for the quantitative sample. Additionally, individuals not holding leadership roles were not included in the qualitative data collection.

3.5.1 Sample Size

Sampling is a critical component of research, involving the systematic selection of individuals or elements from a target population to collect data and draw conclusions about the entire population based on the characteristics of the observed sample. According to

Mugenda and Mugenda (2012), a sample is a subset of the target population selected to gather information and estimate the characteristics of the broader population. Glicken (2008) emphasizes the importance of determining sample size using appropriate formulas to account for margins of error and confidence levels. For example, in a study with a total target population of 400 individuals distributed across seven wards, the Yamane formula generates a sample size of 200. This ensures that the selected sample is representative of the overall population, enabling robust analysis and reliable inferences

Given that

n is the required sample size from the population under the study

N is the entire population that is under study

e is the precision or sampling error, which is 0.05 or 0.01

$$n = \frac{N}{1 + N(e)^2}$$

$$N = 400 ; e = 0.01 ; e^2 = 0.0001$$

$$n = \frac{400}{1 + 400(0.01)^2}$$

$$n = 200$$

Table 3.1: Sample Matrix

Target population	Target Sample	Sample Size	Technique
School Principals	172	50	Probability and stratified
Local Chief	28	2	Non-probability and purposeful
Area MCAs	7	7	Non-probability and purposeful
Youth Groups	50	18	Probability and stratified
Education Curriculum Support Officers (CSO)	7	2	Non-probability and purposeful
Organizational leaders	120	112	Probability and stratified

Community Spiritual Leaders	14	7	Non-probability and purposeful
Member of Parliament (MP)	1	1	Non-probability and purposeful
Women representative in parliament (WREP)	1	1	Non-probability and purposeful
Total	400	200	

Source: Kenya National Census Report 2019.

3.6 Research Instruments

Primary data were gathered using questionnaires and interview guides, while secondary data were obtained through document analysis of peer-reviewed literature. These instruments facilitated the comprehensive collection of both quantitative and qualitative data to support the research objectives.

3.6.1 Questionnaire for the Residents

The study employed a questionnaire to gather data from adult residents of Nyatike Sub County, aged 18 years and above. According to Sekaran and Bougie (2013), a questionnaire is an effective tool for collecting primary data directly from respondents by presenting a series of questions. This method combines both scaled and open-ended questions, allowing respondents to express their thoughts, feelings, and opinions comprehensively. Fraenkel and Wallen (2008) highlight that questionnaires are preferred for their manageability, convenience, and cost-effectiveness. Furthermore, the anonymity of the questionnaire encourages candid responses, facilitating a deeper understanding of participants' perspectives.

The questionnaire is structured into five sections, each addressing a specific dimension of the study. Section A: Demographic Data collects essential background information from respondents, including age, gender, educational level, marital status, and occupation. Section B: Levels of Public Participation examines respondents' involvement in community decision-making processes within Nyatike Sub County. It assesses the frequency of participation and the various channels utilized, such as community meetings, voting, and public forums.

Section C: Women's Leadership Representation investigated the state of women's leadership in the community. It explored the factors influencing women's involvement in

leadership and decision-making, including barriers such as socio-cultural norms, resource limitations, and institutional biases. Section D: Determinants of Cultural Norms evaluated how local cultural beliefs and practices shape women's participation in leadership roles. This section assesses whether cultural norms serve to support or hinder women's involvement in decision-making processes. Finally, Section E: Women's Leadership and Community explored the overall perception of women's leadership within the community and the socio-economic factors influencing their participation. It examined how community engagement and government policies can enhance women's leadership through increased public participation.

3.6.2 Interview Guide for Women Leaders

The interview was conducted with 20 adult women and men leaders aged 18 years and above who held leadership positions and resided in Nyatike Sub County. This study embraced interviews as a crucial tool for data collection from local women leaders in the region. The inclusion of this instrument was justified by its capacity to gather comprehensive and unbiased information from respondents. According to McMillan and Schumacher (2010), an interview is an approach for collecting information in which the researcher engages participants in one-on-one conversations to elicit their responses to a series of structured questions.

Mugenda and Mugenda (2012) emphasized the utility of interviews in extracting sensitive and personal information from key participants through honest and individualized interactions that linked the participants with the interviewer. The flexible nature of this tool enabled the researcher to probe deeper and clarify issues discussed while also allowing for keen observation of participants' reactions. The instrument encompassed items related to the study variables presented in both dichotomous and open-ended formats. The interview guide offered several advantages, such as minimizing interviewer bias, providing easy access to participants, and enabling the extraction of in-depth information. Nardi (2018) highlighted that these benefits enhanced the quality of the data collected, allowing for a richer understanding of the perspectives and experiences of women leaders in Nyatike Sub County.

3.7. Pre-Testing of the Instruments

Instrument piloting refers to a preliminary study conducted before the primary research project (Creswell, 2013). This phase is essential for evaluating the validity and reliability of the research tools, particularly in examining the determinants of public

participation in women's leadership in Nyatike Sub County, Migori County, Kenya. A pilot survey was conducted before the actual data collection to refine the research process. During the pilot testing phase, researchers aimed to identify and clarify any ambiguous or unclear objectives and questions in the instruments. To facilitate this pretest, twenty individuals ten men and ten women were recruited from Uriri Sub County in Migori. The primary objective of this pretesting phase was to evaluate the accuracy, usability, clarity, and overall effectiveness of the research instruments in capturing data relevant to women's participation in decision-making processes.

For the quantitative component, a test-retest method was employed. This involved administering the same questionnaire to the pilot participants on two separate occasions within a two-week interval. This approach assessed the stability of the responses over time, indicating the reliability of the instrument. Statistical analyses, such as calculating the Pearson correlation coefficient, were used to quantify the reliability of the questionnaire, with a target correlation of 0.7 or higher to indicate acceptable reliability. For the qualitative component, a focus group discussion was held with the pilot participants to gather insights regarding the interview guide. This discussion evaluated the clarity and relevance of the questions to the study's objectives of understanding public participation mechanisms and institutional policies that influence women's leadership. Feedback from the focus group was used to refine the questions, ensuring they effectively elicited rich, detailed responses during the actual data collection phase.

This systematic procedure established the validity and reliability of the instruments while ensuring that the targeted variables were effectively measured. Through identifying potential issues within the instruments, the pretesting phase significantly enhanced the overall quality of the research tools. This rigorous evaluation ensured that the instruments were well-

prepared for the main data collection effort, ultimately leading to more reliable and valid research outcomes regarding the determinants of public participation in women's leadership in Nyatike Sub County.

3.8 Validity of Instruments

Validity refers to the degree to which measurement tools accurately represent the concepts they are intended to assess (Mugenda & Mugenda, 2012). In this study, steps were taken to ensure both content validity and face validity of the instruments used. Content Validity was established by ensuring that the survey questions comprehensively addressed the relevant variables related to public participation and women's leadership. The research team defined key constructs and sought feedback from experts in gender studies and public participation to confirm that all important dimensions were included. This expert input guided the refinement of questions, ensuring their relevance and comprehensiveness.

Face Validity was achieved by using clear and straightforward language in the instruments. This approach minimized confusion and enhanced participants' understanding of the questions. The clarity of the questions was crucial for ensuring that participants could accurately respond based on their experiences and perspectives. Before the actual data collection, the instruments were pre-tested. This pre-testing involved gathering insights from knowledgeable individuals to identify any potential issues or gaps in the questions. Additionally, a research methodology expert reviewed the instruments to verify their effectiveness in measuring the intended variables. This thorough evaluation process strengthened the validity of the data collection tools.

.3.8.1 Reliability of Instruments

The reliability of research instruments refers to their ability to consistently produce predictable and accurate results (Mugenda & Mugenda, 2012). To ensure the reliability of the instruments employed in this study, expert consultation was sought during their development and application. Reliability was assessed using Cronbach's alpha test, which measures the

internal consistency of the scales utilized. According to Mugenda and Mugenda (2019), Cronbach's alpha coefficients are interpreted as follows: coefficients greater than 0.9 are considered excellent, those above 0.8 are classified as good, and coefficients exceeding 0.7 are deemed acceptable. For this study, a Cronbach's alpha coefficient greater than 0.7 was considered acceptable, while values above 0.8 indicated good to excellent reliability. This approach ensured that the instruments provided consistent and accurate measurements, thereby enhancing the overall reliability of the research findings.

3.9 Data Collection Technique

The data collection process commenced with the recruitment and training of data enumerators responsible for administering the research instruments. Before the main data collection, a pre-visit was conducted to establish rapport with potential respondents and secure the necessary authorizations from Tangaza University and the National Commission for Science, Technology, and Innovation (NACOSTI).

During the two-week data collection period, the enumerators managed the distribution and collection of questionnaires while conducting interviews at times convenient for the participants. This strategic approach aimed to maximize response rates and ensure comprehensive data gathering. To protect participant confidentiality, all collected data were securely stored and anonymized. Furthermore, the data collection process was regularly reviewed to address any emerging issues and ensure that the research objectives were met with accuracy and reliability. Through these meticulous procedures, the study aimed to gather robust data that would contribute meaningfully to the research outcomes.

3.10 Data Analysis

The data analysis phase in this study played a crucial role in the evaluation process, as highlighted by Creswell (2013). It involved the systematic organization of data collected from the field, revealing patterns, relationships, and insights that facilitated meaningful conclusions. The data were structured appropriately for interpretation, beginning with the editing of completed questionnaires to ensure completeness and consistency. Descriptive statistics served as the primary analytical tool, employing tables, frequencies, and percentages to summarize and illuminate patterns within the data. This analysis encompassed both the questionnaire responses and insights derived from the interview guide.

Data gathered from focus group discussions were categorized based on emerging themes and sub-themes, utilizing a thematic analysis approach to identify main patterns and distinctive perspectives within the interview data. Qualitative data were analyzed using Nvivo

version 14, with the outcomes of the thematic analysis presented in a narrative form. This descriptive format conveyed the identified themes, sub-themes, and narratives summarizing the participants' insights and viewpoints. For quantitative data, version 25 of the Statistical Package for Social Sciences (SPSS) was employed, applying descriptive statistics to illuminate the distribution, central tendency, and variation within the data.

3.11 Ethical Considerations

Ensuring ethical standards is fundamental to protecting participants' rights and maintaining the integrity of the research. Participants were provided with clear and concise information about the study's purpose, procedures, risks, and benefits, allowing them to make informed decisions. They were required to give voluntary informed consent and had the option to withdraw from the study at any time without facing repercussions. The protection of participants' rights was prioritized throughout the research process.

Confidentiality was upheld by anonymizing responses through the use of pseudonyms or codes, thereby safeguarding the identity of participants. Relevant approvals were secured from the Tangaza University Ethics Committee and the National Commission for Science, Technology, and Innovation (NACOSTI) before commencing the study. The research placed a strong emphasis on participants' privacy, safety, and dignity, and any potential ethical issues were addressed with sensitivity. Special attention was given to ensuring that all participants, including those with limited literacy, fully understood the scope of the study and their involvement.

CHAPTER FOUR: RESULTS AND DISCUSSION

4.1 Introduction

This chapter presents the findings of the study on public participation in women's leadership in Nyatike Sub County, Migori County, Kenya. It addresses three key research objectives: examining factors affecting women's participation in decision-making processes, assessing the influence of institutional policies on women's leadership, and evaluating the impact of public participation mechanisms in promoting women's leadership. The analysis draws from data collected through questionnaires and interviews, utilizing tables and descriptive statistics for quantitative results while categorizing qualitative insights into thematic areas.

4.2 Response Return Rate

Response rate refers to the ratio of completed survey submissions to the overall number of participants approached for a study. It is a critical metric in research, as it indicates the extent of participants' engagement and data collection efficiency (Groves, 2006). This rate reflects not only the success of data gathering but also the representativeness of the survey sample on the target population. Table 2 illustrates the response rate achieved.

Table 4.1:

Response Rate

Data Category	Number distributed	Percentages %
1. Number of questionnaires distributed	180	
2. Number of questionnaires received	160	89%
3. Number of interviews carried out	20	100%
4. Total response Rate	180	89%
5. Non-response Rate	20	11%

A total of 180 questionnaires were distributed in Nyatike, of which 160 were fully completed and returned, resulting in a response rate of 89%. Furthermore, all 20 planned interviews were successfully conducted, yielding a 100% response rate for the interviews. Both the questionnaire response rate of 89% and the interview response rate of 100% surpass

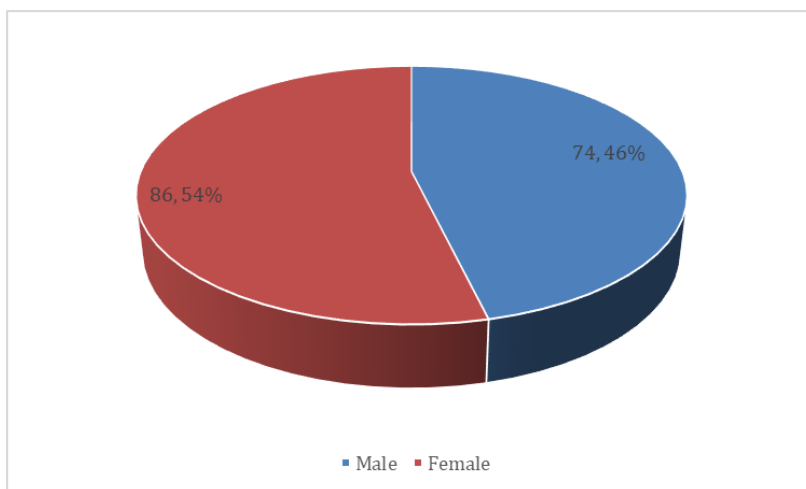
the recommended threshold of 60% for adequate data analysis and reporting, as outlined by Mugenda and Mugenda (2019). The nonresponse count for the questionnaires was 20, reflecting effective outreach and engagement efforts.

4.4 Demographic Characteristics of Respondents

The demographic characteristics of the study participants are crucial for providing context and enriching the understanding of the sample's diversity about the determinants of public participation in women's leadership in Nyatike Sub County, Migori County, Kenya. This section provides detailed information about important aspects of the participants in the study, which include gender, age distribution, greatest educational achievement, marital status, occupation, and monthly income. Through analyzing these attributes, the study can gain valuable insights into the backgrounds of the respondents, which may impact their perspectives and experiences related to the study's focus. Figure 2 shows participation by gender.

4.4.1 Gender of Respondents

Figure 4.1: Gender of Respondents



The data regarding gender on Figure 4.1 indicates a total of 160 respondents with 74 males (46.3%) and 86 females (53.8%), reflecting a slight majority of female participants compared to their male counterparts. This distribution highlights a more balanced representation of genders in the study, suggesting that female participation is slightly higher, which would indicate a greater willingness among women to engage in discussions related to public participation and leadership. The predominance of female respondents suggests a significant opportunity for women's voices and perspectives to influence decision-making

processes in the area. This gender distribution implies that initiatives aimed at enhancing public participation and leadership opportunities for women are vital and may receive positive support from the community, guiding policymakers and community leaders to implement strategies that empower women and foster gender equity in leadership roles.

4.4.2 Age Distribution of the Respondents

Table 4.2: Age Distribution of Respondents

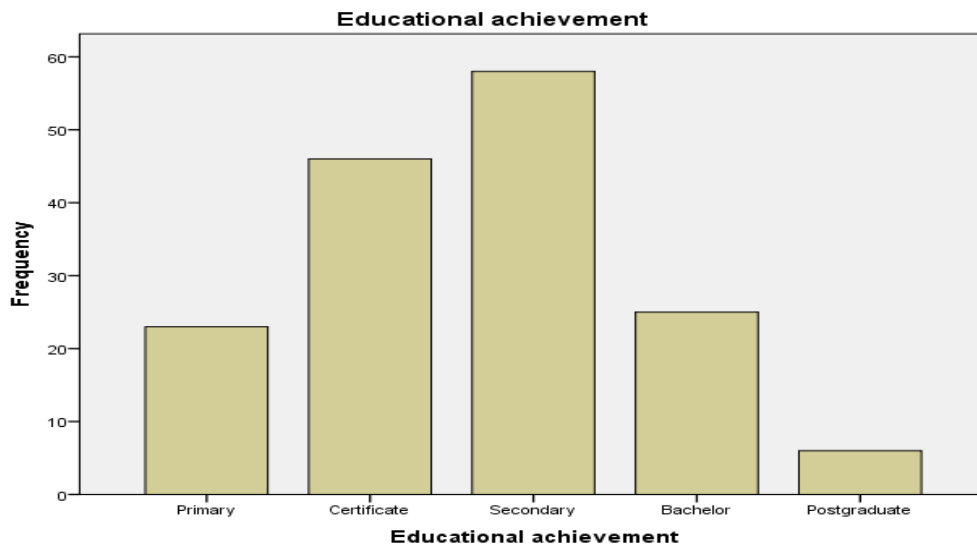
Age Distribution of Respondents		
	N	%
18-28	45	28.1%
29-38	55	34.4%
39-48	40	25.0%
49 years and above	20	12.5%

The age distribution of respondents in the study indicates that the majority fall within the 29-38 age group, accounting for 34.4% of the participants. This is followed by the 18-28 age group, which represents 28.1% of respondents. Those aged 39-48 make up 25.0% of the sample, while individuals 49 years and above constitute the smallest group at 12.5%. These findings suggest that the study captures a wide range of adult age groups, with a particular focus on middle-aged participants. This distribution provides insights into the age-related dynamics of public participation and leadership engagement within Nyatike Sub County. According to Creswell (2013), understanding demographic characteristics like age is essential in evaluating participation patterns and decision-making behaviors in diverse communities.

The age distribution suggests that public participation and leadership engagement in Nyatike Sub County are likely influenced by middle-aged individuals (29-38), who form the largest portion of respondents. This could imply that the study findings heavily reflect the perspectives and participation patterns of this age group. Given that younger (18-28) and older (49) individuals are underrepresented, their specific experiences and challenges in public participation may be less visible. Therefore, future interventions and policies aimed at enhancing public participation and leadership should consider tailored approaches to engage younger and older populations more effectively, ensuring balanced representation across all age groups.

4.4.3 Education Levels of Respondents

Figure 4.2: Education levels of participants



The analysis of educational achievement among respondents reveal varied levels of education completed. Of the total 160 respondents, 36.3% (n = 58) attained secondary education, making it the most common level of educational achievement in this sample. Following this, 28.8% (n = 46) obtained a certificate, while 14.4% (n = 23) had completed primary education. Notably, 15.6% (n = 25) of respondents earned a bachelor’s degree, and 3.8% (n = 6) had achieved postgraduate qualifications.

The cumulative percentages indicate that 80.4% of respondents have at least secondary education or higher, suggesting a relatively educated sample. However, the lower percentages of postgraduate and bachelor’s degree holders highlight a potential gap in higher educational attainment within this population. These findings imply that while a significant portion of respondents have completed secondary education, there may be barriers preventing further educational advancement, particularly in pursuing bachelor’s and postgraduate degrees. This information is critical for understanding the socio-economic context in Nyatike Sub County, as higher education levels are often associated with increased participation in decision-making and leadership roles.

4.4.4 Marital Status of Respondents

Table 4.3: Marital Status of Respondents

Marital Status	Frequency	Percent	Cumulative Percent
1. Married	70	43.8	43.8
2. Single	50	31.3	75.0
3. Divorced	20	12.5	87.5
4. Widowed	15	9.4	96.9
5. Separated	5	3.1	100.0
Total	160	100.0	

The marital status distribution of respondents shows that the majority, 43.8%, are married, indicating that most participants are in stable family units. Single individuals account for 31.3%, forming a significant portion of the respondents. Divorced participants make up 12.5%, while widowed respondents represent 9.4%. The smallest group, separated individuals, constitutes 3.1% of the sample. These findings suggest that marital status may influence women's participation in leadership and public decision-making processes, as family responsibilities often affect their ability to engage. Married women may experience greater societal expectations regarding caregiving, potentially limiting their time and capacity for leadership roles. On the other hand, single or divorced women may face different social dynamics that affect their participation. Understanding the marital status distribution helps to contextualize social roles and challenges faced by different groups of women within Nyatike Sub County (Kabeer, 2018).

4.4.5 Occupation of Respondents

The occupation variable was tested to understand the primary economic activities of respondents in Nyatike Sub County and how these occupations influence public participation and leadership dynamics. Analyzing occupation distribution provides insight into the socio-economic context and the varying roles individuals play within their communities. Table 5 shows the distribution.

Table 4.4: Occupation of Respondents

	Frequency	Percent	Cumulative Percent
1. Gold Mining	50	31.3	31.3
2. Fishing	41	25.6	56.9
3. Agriculture	27	16.9	73.8
4. Boda Boda Transport	22	13.8	87.5
5. Trade and Small Business	20	12.5	100.0
Total	160	100.0	

The analysis of respondents' occupations in Nyatike Sub County reveals a diverse economic landscape. The predominant occupation is gold mining, with 31.3% of respondents engaged in this activity, highlighting its critical role in the local economy. Following closely, fishing accounts for 25.6% of the respondents, indicating the community's reliance on aquatic resources for both livelihood and food security. Agriculture is reported by 16.9% of respondents, suggesting it remains a significant, though less dominant, source of income. The boda boda transport sector employs 13.8% of respondents, underscoring the importance of informal transportation in facilitating mobility within the community. Finally, trade and small businesses encompass 12.5% of respondents, showcasing entrepreneurial efforts to sustain livelihoods.

The implications of this occupational distribution are significant for local economic development initiatives. The prominence of gold mining and fishing suggests that targeted programs aimed at supporting these sectors could enhance community resilience and prosperity. Furthermore, recognizing the roles of agriculture and informal transport highlights opportunities for diversifying economic activities and improving overall livelihoods. Policymakers and development agencies can leverage these insights to create tailored interventions that address the specific needs of each occupational group, ultimately fostering sustainable growth and empowerment within Nyatike Sub County.

4.5 Factors Affecting Women’s Participation in Decision-Making Processes

Women’s participation in decision-making is vital for promoting gender equality and enhancing community development. The involvement of women in governance and leadership roles remains limited, despite their significant contributions to society. Understanding the barriers that prevent women from fully engaging in decision-making processes is essential for developing effective strategies to empower them. This study seeks to explore the dynamics influencing women’s participation, aiming to provide insights that can lead to more inclusive practices and policies that support women's active involvement in shaping their communities.

Table 4.5: Factors affecting women's participation

Factors affecting women's participation	Frequency	Percent %
1. Community attitudes and cultural norms	36	22.5
2. Safety Concerns	40	25
3. Lack of Education	61	38.13
4. Time Constraint	30	18.8
5. Information access and Network support	43	26.88
6. Limited economic opportunities	33	20.63
7. Legal challenges and political representations	68	42.50
Total	160	100.0

The analyzed field data has demonstrated that the most significant barrier to women's involvement in leadership positions is legal challenges and political representation, which was cited by 68 participants, accounting for 42.50% of the responses. This finding indicates an urgent need for policy reforms aimed at enhancing women's decision-making power. The lack of education emerged as another critical issue, identified by 61 respondents (38.13%), pointing to the necessity for targeted educational initiatives that empower women to pursue leadership roles. Furthermore, 43 participants (26.88%) emphasized the importance of information access and network support, underscoring the need for mentorship programs and community support systems to help women navigate their career paths effectively.

Safety concerns were noted by 40 respondents (25.00%), highlighting the necessity of implementing initiatives to ensure women's safety in public and professional spaces. Moreover, community attitudes and cultural norms were cited by 36 participants (22.50%) as obstacles, suggesting that there is a significant need for community awareness programs to promote gender equality. Limited economic opportunities (20.63%) and time constraints (18.75%) further illustrate the multifaceted challenges women face in striving for leadership positions. These findings reveal the urgent need for comprehensive strategies to address these barriers and foster women's leadership in the region. Qualitative findings from focus group discussion interviews provided in-depth information concerning factors that affect women's participation in decision-making processes in Nyatike Sub County, Migori County, Kenya. The responses from the women leaders shed light on the various factors that shape their involvement in decision-making within Nyatike Sub County. Many participants pointed to the entrenched cultural norms that often hinder women's leadership roles.

Cultural Influences

For instance, one leader stated,

A prominent factor is the entrenched cultural norms that prioritize male leadership and dictate gender roles within families and communities. Many participants expressed that traditional beliefs often limit women's visibility in leadership positions, reinforcing the notion that decision-making is primarily a male domain.

One participant stated,

“Cultural beliefs limit women’s potential in leadership positions” (Participant 2).

This cultural perception can deter women from asserting themselves and seeking leadership opportunities. However, some positive changes were noted, as another leader remarked,

“Community initiatives have started to challenge these traditional views, opening doors for women” (Participant 6).

Community Engagement

Furthermore, the women expressed a strong commitment to participating in local governance. One participant highlighted,

“I serve on the health committee, and it empowers me to influence decisions that affect our community” (Participant 4).

This engagement demonstrates their proactive role in shaping community policies.

4.5.1 Key Socio-Economic Factors Influencing Women's Participation in Leadership

The analysis of key socio-economic factors influencing women's participation in leadership identifies barriers that impede their advancement. This variable is relevant to the current study as it highlights specific challenges, such as income level and social network

access, which affect women's engagement in leadership roles and inform strategies to promote gender equality in governance.

4.5.2 Frequency of Participation in Community Decision-Making

The analysis of community participation frequency highlights the extent to which individuals in Nyatike Sub County are involved in local decision-making processes. Understanding these participation levels is crucial for assessing community engagement and identifying factors that may influence involvement in leadership and governance activities.

Table 4.6: Participation in Community Decision-Making

	Frequency	Percent
1. Never	11	6.9
2. Rarely	61	38.1
3. Occasionally	15	9.4
4. Frequently	50	31.3
5. Always	23	14.4
Total	160	100.0

The findings reveal a varied pattern of engagement with the behavior in question among the 160 respondents. A small portion, 6.9%, reported never engaging in the behavior, while 38.1% rarely participated. Meanwhile, 9.4% engaged occasionally, 31.3% frequently, and 14.4% always. These results suggest that the majority of respondents (69.4%) fall between "Rarely" and "Frequently," indicating a moderate level of involvement. This mixed engagement implies that individuals may experience fluctuating motivations or external factors influencing their participation, highlighting the need for further investigation into what drives these behaviors. Understanding these influences could be crucial for encouraging more consistent engagement were beneficial.

4.5.3 Descriptive statistics of dependent Variables

The descriptive analysis of the dependent variables examines how respondents interact with different channels of public participation. It provides insights into the preferred methods of engagement, shedding light on the community's involvement in decision-making through both traditional and modern platforms.

Table 4.7: Descriptive Statistics of Variables

Descriptive Statistics			
	N	Mean	Std. Deviation
1. Primary Channels of Public Participation	160	3.63	1.596
2. Community meetings	160	3.92	1.200
3. Public forums or town halls	160	4.23	1.017
4. Advisory committees	160	4.34	.817
5. Surveys or feedback forms	160	4.09	1.101
6. Online platforms	160	2.4875	1.57411
Valid N (listwise)	160		

The descriptive statistics show varying levels of engagement with different channels of public participation among 160 respondents. Advisory committees had the highest mean score (4.34) with the least variability (SD = 0.817), indicating it is the most frequently and consistently used method. Public forums (mean = 4.23) and surveys or feedback forms (mean = 4.09) were also highly utilized, with moderate consistency. Community meetings (mean = 3.92) showed slightly less frequent engagement. In contrast, online platforms or social media discussions had the lowest mean (2.49) and high variability (SD = 1.574), indicating infrequent and inconsistent use. Overall, traditional methods like advisory committees and public forums are preferred, while online participation is less popular. These findings suggest that while traditional face-to-face methods remain dominant in public participation, digital platforms are underutilized, indicating an opportunity to increase engagement through online channels, especially in an increasingly digital society.

4.5.4 Descriptive Statistics on Women's Barriers to Leadership

The descriptive statistics on women's barriers to leadership highlight key challenges that hinder their participation in leadership roles. Socio-cultural norms emerge as the most significant barrier, followed by a lack of awareness, economic constraints, and institutional biases, reflecting the multifaceted obstacles women face in advancing to leadership positions.

Table 4.8: Descriptive Statistics on Women's Barriers to Leadership

Descriptive Statistics				
	N	Range	Mean	Std. Deviation
1. Socio-cultural norms	160	1	1.81	.392
2. Lack of awareness	160	1	1.56	.498
3. Economic constraints	160	1	1.53	.501
4. Institutional biases	160	1	1.53	.501
5. Bureaucratic inefficiencies	160	10	1.48	.904
Valid N (listwise)	160			

The descriptive statistics reveal various barriers to public participation, with socio-cultural norms being perceived as the most significant (mean = 1.81, SD = 0.392), indicating a consistent view among respondents. Lack of awareness or information follows with a mean of 1.56 and slightly more variability (SD = 0.498). Economic constraints and institutional biases both scored a mean of 1.53 with similar standard deviations (SD = 0.501), suggesting these are moderately significant barriers. Bureaucratic inefficiencies had the lowest mean (1.48) but the greatest variability (SD = 0.904), indicating inconsistent perceptions of its impact. Overall, socio-cultural norms and lack of awareness appear to be the most significant and consistently recognized barriers to public participation.

4.6 Influence of institutional policies on women's participation in leadership

The objective of this study is to investigate how institutional policies impact women's participation in leadership roles within Nyatike Sub County. Understanding the influence of these policies is critical as they can either facilitate or hinder women's advancement in leadership, significantly affecting gender equality and community development.

4.6.1 Institutional Policies

The analysis focuses on the influence of institutional policies on women's participation in leadership within Nyatike Sub County.

Table 4.9: Institutional Policies

	Frequency	Percent
1. Family-friendly workplace policies	40	25.0
2. Affirmative action policies	35	21.9
3. Gender equality policies	45	28.1
4. Access to social networks	30	18.1
Total	160	100.0

Table 4.10 presents data on the influence of various institutional policies on women's participation in leadership within Nyatike Sub County. The findings indicate that gender equality policies (28.1%) have the most significant impact, followed by family-friendly workplace policies (25.0%) and affirmative action policies (21.9%). Access to social networks or community groups, although influential, accounted for the lowest percentage at 18.1%. This distribution of responses suggests that policies explicitly aimed at promoting gender equality are perceived as vital in enhancing women's leadership participation. The high percentage for family-friendly workplace policies indicates a recognition of the need for supportive environments that balance work and family responsibilities, which can be a barrier to women's leadership roles. Affirmative action policies also reflect an acknowledgment of the necessity for proactive measures to promote women's inclusion in leadership positions. The findings imply that strengthening institutional policies focused on gender equality, family support, and affirmative action can significantly enhance women's participation in leadership roles in Nyatike Sub County.

4.6.2 Effectiveness of Institutional Policies for Women's Leadership

The effectiveness of institutional policies in promoting women's participation in leadership is essential for understanding how these frameworks empower women and enhance their representation in decision-making processes.

Table 4.10: Effectiveness of Institutional Policies

Effectiveness of Institutional Policies	Frequency	Percent
1. Not important	12	7.5
2. Slightly important	14	8.8
3. Moderately important	15	9.4
4. Very important	69	43.1
5. Extremely important	50	31.3
Total	160	100.0

The data on the effectiveness of institutional policies in promoting women's participation in leadership reveals that 7.5% of respondents rated these policies as not effective, and 8.8% considered them slightly effective. 9.4% viewed the policies as moderately effective. A significant proportion, 43.1%, rated these policies as very effective, while 31.3% deemed them extremely effective. Collectively, 74.4% of respondents believe that institutional policies are either very effective in promoting women's leadership, highlighting the strong impact of these policies in empowering women in leadership roles.

4.6.3 Frequency of Institutional Policies

The analysis of women's participation in institutional policies examines their involvement in initiatives that foster empowerment and leadership development.

Table 4.11: Socio-Economic Activities

	Descriptive Statistics			
	N	Range	Mean	Std. Deviation
1. Voting in local elections	160	4.00	3.9563	1.11788
2. Participation in savings and credit cooperatives	160	4.00	4.3000	.90977
3. Participation in income-generating projects	160	4.00	3.7000	1.28758
4. Engagement in skills development or training programs	160	43.00	4.0250	3.31368
5. Participation in mentorship	160	4.00	4.6188	.68103
Valid N (listwise)	160			

The descriptive statistics regarding women's participation in socio-economic activities that impact leadership roles indicate varying levels of engagement among the 160 respondents. Voting in local elections had a mean score of 3.96 (SD = 1.12), suggesting relatively high participation but with notable variability. Participation in savings and credit cooperatives recorded the highest mean score of 4.30 (SD = 0.91), indicating strong engagement in these activities. Involvement in income-generating projects had a mean of 3.70 (SD = 1.29), reflecting moderate participation with greater variability. Women's engagement in skills development or training programs had a mean of 4.03 (SD = 3.31), showing a broad range of participation levels. Lastly, participation in mentorship or leadership development programs yielded a mean score of 4.62 (SD = 0.68), indicating the highest level of consistent involvement among the activities assessed. These findings demonstrate that women are particularly active in mentorship and leadership development programs, which may significantly enhance their leadership roles.

4.7 Effect of Public Participation Mechanisms on Promoting Women's Leadership

Public participation mechanisms, such as community forums, policy consultations, and inclusive governance structures, are intended to provide all citizens, including women, with opportunities to influence decision-making. In Nyatike Sub County, these mechanisms are crucial for fostering women's leadership and ensuring that their perspectives are integrated into governance processes. Through evaluating the effectiveness of these mechanisms, the study aims to determine whether they sufficiently address the distinct challenges women encounter and whether they offer meaningful opportunities for leadership development.

Qualitative findings from focus group discussion interviews provided in-depth information about the effect of Public Participation Mechanisms on Promoting Women's Leadership

Increased Representation

Women leaders reported that public participation mechanisms have positively influenced their involvement in decision-making. One participant stated,

“Public forums have allowed more women to be heard. We are finally getting seats at the table” (Participant 14).

This increased representation reflects a growing recognition of women's contributions to governance.

Challenges and Improvements

Despite progress, participants acknowledged that existing mechanisms still have limitations.

As one participant observed,

“While there’s been some improvement, we need better structures that genuinely include women’s voices, not just as an afterthought” (Participant 16).

This highlights the ongoing challenges women face in ensuring their participation is meaningful and impactful.

4.7.1 Effective Public Participation Mechanisms Enhancing Women’s Leadership

The analysis of effective public participation mechanisms examines perceptions of how various engagement strategies enhance women's leadership. This variable is relevant to the current study as it reveals that many respondents view these mechanisms as very or extremely effective. Understanding these perceptions is crucial for identifying strategies that can effectively support women's leadership development and promote gender equality in governance.

Table 4.12: Factors Affecting Public Participation Mechanisms

Factors Affecting Public Participation Mechanisms	Frequency	Percent%
Improved access to information	30	18.75
1. Feedback mechanism and accountability	10	6.25
2. Increased awareness of women's rights	40	25.0
3. Capacity Building and Training Program	20	12.50
4. Enhanced collaboration with local leaders	25	15.63
5. Community forum participation	35	21.88
Total	160	100.0

Analyzed field data on Table 4.13 illustrates the effects of public participation mechanisms on promoting women’s leadership in Nyatike Sub County, Migori County, Kenya. Increased awareness of women’s rights (25.0%) emerged as the most significant factor, suggesting that initiatives aimed at educating women about their rights are crucial in empowering them to seek leadership roles. This finding aligns with existing literature that

emphasizes the importance of awareness campaigns in fostering gender equality (Kabeer, 2018). Community forum participation (21.88%) also plays a vital role, highlighting the importance of inclusive platforms where women can voice their opinions and engage in decision-making processes. This reflects the notion that participatory governance can enhance women's visibility and influence within their communities (Njogu, 2019). Furthermore, improved access to information (18.75%) is essential for equipping women with the necessary knowledge to engage effectively in public affairs.

The lower percentages for feedback mechanisms and accountability (6.25%) suggest that while some mechanisms exist, they may not yet be fully effective in promoting women's engagement and require further development to ensure accountability in public participation. Similarly, capacity building and training programs (12.50%) indicate that although there are efforts to enhance women's skills, more robust and targeted training may be needed to foster greater participation in leadership. Enhanced collaboration with local leaders (15.63%) is also crucial, as such partnerships can create supportive environments for women aspiring to leadership positions. This underscores the need for established networks and mentorship opportunities to facilitate women's leadership.

These findings underscore the necessity for comprehensive public participation strategies that not only raise awareness about women's rights but also improve access to information and create inclusive platforms for engagement. Programs aimed at enhancing women's capacity through training and fostering collaboration with local leaders are vital for promoting sustained women's leadership in Nyatike Sub County. Further research is needed to explore the effectiveness of existing feedback mechanisms and how they can be strengthened to support women's participation in governance.

The qualitative perspective on a similar note exploring the factors affecting public participation mechanisms in Nyatike Sub County, women leaders identified several additional themes that play a crucial role in shaping their engagement in leadership.

Support from Non-Governmental Organizations (NGOs)

Participants acknowledged the impact of NGOs in facilitating public participation. *“Organizations like ours have created programs that train women on how to engage with local governance. We are more equipped to represent our interests now,”* stated another leader (Participant 3).

This underscores the importance of external support in building capacity and promoting active participation.

Interpersonal Networks

Women emphasized the significance of building interpersonal networks as a factor influencing public participation. One leader explained,

“When we have strong networks of women supporting each other, it boosts our confidence and encourages more women to step forward in leadership roles” (Participant 5).

This highlights the value of solidarity and collective action among women.

Perception of Local Governance

Several participants mentioned that the perception of local governance structures affects their willingness to participate.

“If we feel that local leaders are unapproachable or indifferent to our needs, we are less likely to engage. Trust in the system is crucial,” noted one participant (Participant 8).

This emphasizes the need for transparency and accountability in local governance to encourage public participation.

This indicates the importance of financial investment in empowering women’s leadership.

4.7.2 Influence of Local Cultural Beliefs on Women's Leadership and Participation

The analysis of the influence of local cultural beliefs on women's leadership and participation explores how cultural factors shape women's roles within the community. Among the respondents, public recognition and support emerged as the most significant influence, highlighting the importance of visibility in promoting women's leadership. Understanding these cultural dynamics is essential for developing strategies that empower women and enhance their participation in decision-making processes.

Table 4.13: Influence of Local Cultural Beliefs

	Frequency	Percent
1. Inclusion in cultural decision-making bodies	32	20.0
2. Advocacy campaigns	17	10.6
3. Community education programs	19	11.9
4. Public recognition and support	54	33.8
5. Legal reforms or policy changes	38	23.8
Total	160	100.0

The data on the influence of local cultural beliefs on women's leadership and participation highlights several key factors among the 160 respondents. 33.8% identified public recognition and support as the most significant influence, indicating a strong recognition of the role that societal acknowledgment plays in empowering women. This was followed by legal reforms or policy changes, which were highlighted by 23.8% of respondents, suggesting that changes in legislation can also positively impact women's leadership roles. Furthermore, inclusion in cultural decision-making bodies was recognized by 20.0% of respondents as Community influential, emphasizing the importance of women's voices in traditional governance structures. Education programs were acknowledged by 11.9%, while advocacy campaigns received support from 10.6% of respondents, indicating these as less prominent but still relevant factors. Overall, the findings suggest that public recognition and support, alongside legal reforms, are critical for enhancing women's leadership and participation within the context of local cultural beliefs.

4.7.3 Effectiveness of Public Participation in Overcoming Cultural Barriers to Women

The effectiveness of public participation in overcoming cultural barriers to women examines how community engagement can challenge traditional norms that limit women's leadership and involvement. This analysis highlights the role of inclusive participation initiatives in empowering women and promoting equitable practices. Understanding these strategies is crucial for enhancing women's roles in decision-making and advancing gender equality in cultural contexts.

Table 4.14: Effectiveness of Public Participation

Effectiveness	Frequency	Percent
1. Not effective	42	26.3
2. Slightly effective	73	45.6
3. Moderately effective	20	12.5
4. Very effective	10	6.3
5. Extremely effective	15	9.4
Total	160	100.0

The data on the effectiveness of public participation in overcoming cultural barriers to women's leadership in Nyatike Sub County reveals a predominantly cautious outlook among the 160 respondents. A notable 26.3% rated public participation as not effective, while 45.6% considered it slightly effective, indicating a significant skepticism regarding its role in

addressing entrenched cultural barriers. Only 12.5% of respondents viewed public participation as moderately effective, and a mere 6.3% deemed it very effective, with 9.4% rating it as extremely effective. These findings suggest that while public participation has some potential to contribute to women's leadership, a majority of respondents remain unconvinced of its efficacy in transforming cultural norms and practices that hinder women's involvement in leadership roles. This highlights the need for more targeted and impactful public participation initiatives aimed at fostering gender equity in leadership within the unique socio-cultural context of Nyatike Sub County, Migori County, Kenya.

4.7.4 Strategies for enhancing women's leadership

The analysis of strategies for enhancing women's leadership focuses on effective methods to empower women in decision-making roles. This variable is relevant to the current study as it highlights practical approaches, such as mentorship programs and educational workshops, that can promote women's participation and address barriers to leadership. Understanding these strategies is essential for fostering gender equality and increasing women's representation in leadership positions.

Table 4.15: Strategies for enhancing women's leadership

	Frequency	Percent
1. Collaboration with Local NGO	25	15.6
2. Social Media Engagement	34	21.3
3. Mentorship Programs	11	6.9
4. Educational Workshops	41	25.6
5. Cultural Events	49	30.6
Total	160	100.0

The data on strategies for enhancing women's leadership through public participation in Nyatike Sub County indicates several effective avenues for engagement among the 160 respondents. 30.6% identified cultural events as a significant method for fostering women's leadership, highlighting the importance of community traditions in promoting inclusivity. This was closely followed by educational workshops, which were supported by 25.6% of respondents, suggesting a strong desire for capacity-building initiatives that empower women

with knowledge and skills. Furthermore, social media engagement was recognized by 21.3% of respondents, reflecting the growing role of digital platforms in mobilizing support and raising awareness. Collaboration with local NGOs received acknowledgment from 15.6%, indicating the value of partnerships in advancing women's leadership initiatives while mentorship programs were mentioned by 6.9%, suggesting a potential area for growth. The findings emphasize the importance of culturally relevant and educational strategies in enhancing women's leadership opportunities within the context of Nyatike Sub County, Migori County, Kenya.

Correlation between Gender, Monthly Income and institutional Biasness

In this analysis, the bivariate Pearson correlation coefficient has been employed to investigate the relationships among gender distribution, monthly income, and institutional biases within the sample of 160 respondents. According to the guidelines provided by Robert (2008), Pearson correlation coefficients range from -1 to +1, where 0 signifies no relationship, -1.00 indicates a perfect negative relationship, and +1.00 indicates a perfect positive relationship. For intermediate values, Pallant (2010) suggests that a coefficient less than 0.1 indicates a weak correlation, a value from 0.1 to 0.29 reflects a small correlation, a range of 0.3 to 0.49 represents a medium or moderate correlation, and coefficients from 0.50 to 1.00 indicate a large correlation.

Table 4.16: Correlations

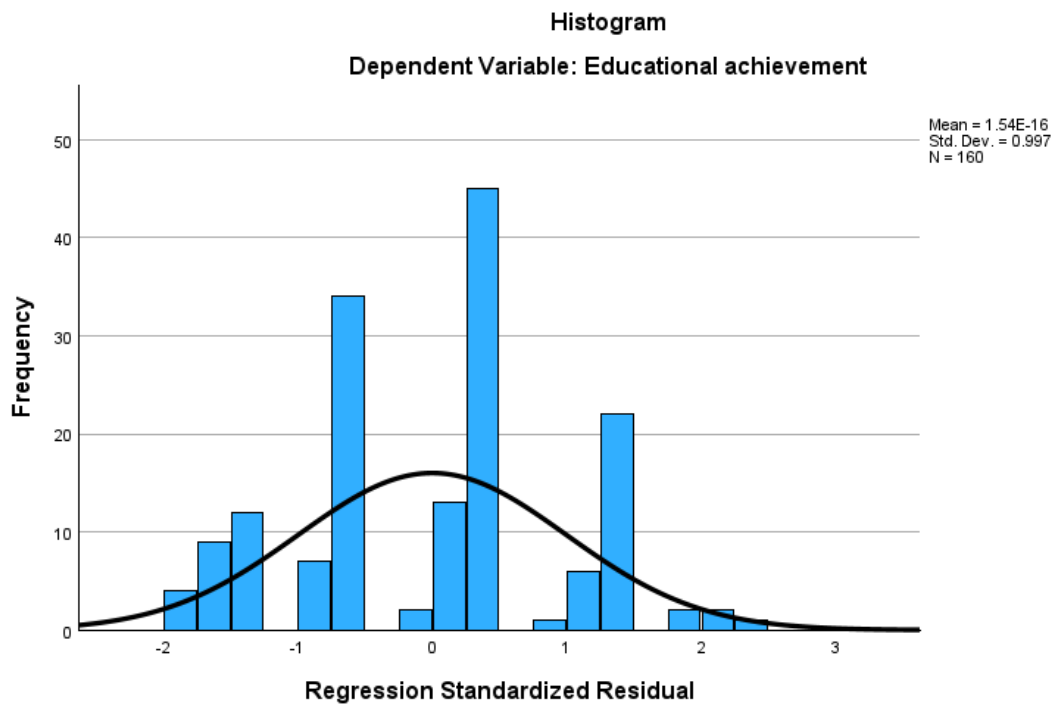
Correlations		Gender Distribution of respondents	Monthly income (Ksh.)	Institutional biases
1. Gender Distribution of respondents	Pearson	1	.036	-.082
	Correlation			
	Sig. (2-tailed)		.651	.302
	N	160	160	160
2. Monthly income (Ksh.)	Pearson	.036	1	-.017
	Correlation			
	Sig. (2-tailed)	.651		.831
	N	160	160	160
3. Institutional biases	Pearson	-.082	-.017	1
	Correlation			
	Sig. (2-tailed)	.302	.831	
	N	160	160	160

The analysis reveals that the correlation between gender distribution and monthly income is 0.036, suggesting a very weak positive correlation that is not statistically significant ($p = 0.651$). Similarly, the relationship between gender distribution and institutional biases is -0.082, indicating an extremely weak negative correlation, also not statistically significant ($p = 0.302$). Lastly, the correlation between monthly income and institutional biases is -0.017, highlighting a negligible negative correlation, with a significance level of 0.831, further confirming no meaningful relationship among these variables. Based on the field analysis, the results indicate that gender distribution, monthly income, and institutional biases do not have significant associations within this dataset.

Histogram

The residuals statistics provide essential insights into the performance and accuracy of the regression model predicting educational achievement based on monthly income.

Figure 4.3: Educational Achievements of Respondents



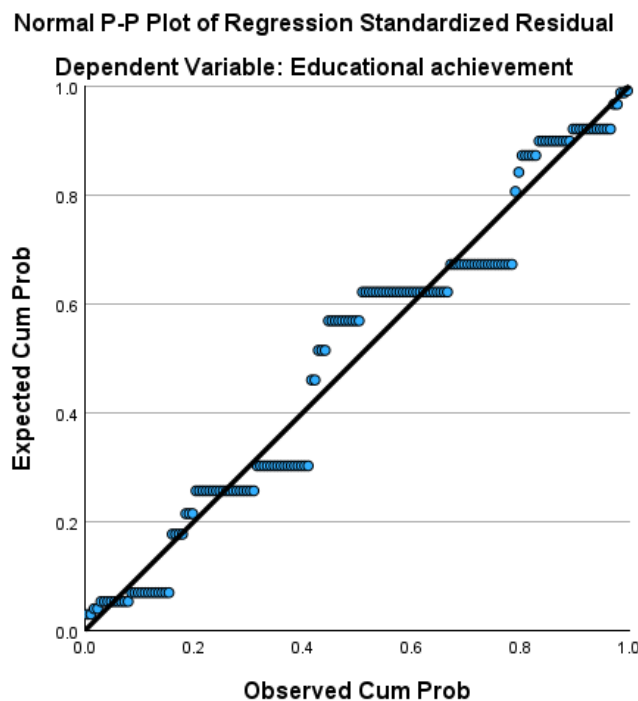
The Predicted Value indicates the estimated educational achievement scores derived from the regression model. The minimum predicted value is 2.54, while the maximum predicted value is 3.10, with a mean of 2.68 and a standard deviation of 0.144. This suggests that the model generally predicts educational achievement scores that fall within a specific range, with a slight variation around the mean.

The Residuals represent the differences between the observed values of educational achievement and the predicted values. The minimum residual is -1.963, indicating that for some observations, the model underestimates educational achievement by nearly 2 points, while the maximum residual is 2.462, suggesting that for other observations, the model overestimates educational achievement by approximately 2.5 points. The mean residual is 0.000, indicating that, on average, the model's predictions are unbiased, although the standard deviation of 1.033 reveals considerable variability in the residuals.

The Standardized Predicted Value (Std. Predicted Value) shows the predicted values expressed in standard deviations. This value ranges from -0.951 to 2.977, with a mean of 0.000 and a standard deviation of 1.000, suggesting that the predicted values are generally centered around the mean, with some observations being significantly higher or lower.

Finally, the Standardized Residual (Std. Residual) measures the residuals in terms of standard deviations. The range is from -1.894 to 2.375, with a mean of 0.000 and a standard deviation of 0.997. This indicates that the residuals are approximately normally distributed, and the model's predictions fit the observed data reasonably well. The residuals statistics suggest that while the regression model provides a reasonable estimate of educational achievement based on monthly income, there is notable variability in the predictions, indicating that additional factors may need to be considered for improved accuracy.

Figure 4.4: Normal pp plot regression standardized Residual Illustrations



Model summary

The model summary presents the results of a linear regression analysis examining the relationship between monthly income (in Ksh) and educational achievement. The correlation coefficient (R) is 0.138, indicating a weak positive correlation between the two variables. This suggests that as monthly income increases, there is a slight tendency for educational achievement to also increase, though the relationship is not strong.

Table 4.17 Model Summary

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.138 ^a	.019	.013	1.037

a. Predictors: (Constant), Monthly income (Ksh.)

b. Dependent Variable: Educational achievement

The R Square value is 0.019, which indicates that approximately 1.9% of the variance in educational achievement can be explained by monthly income. This low percentage implies that monthly income is not a significant predictor of educational achievement, and other factors may play a more substantial role in influencing educational outcomes.

Moreover, the Adjusted R Square value is 0.013, which adjusts the R Square value based on the number of predictors in the model and the sample size. This similarly low value reinforces the conclusion that monthly income alone does not account for much of the variance in educational achievement. The Standard Error of the Estimate, at 1.037, indicates the average distance that the observed values fall from the regression line, with a smaller value suggesting a better fit for the model.

The findings indicate a weak relationship between monthly income and educational achievement, with a minimal proportion of the variance in educational achievement explained by monthly income. This highlights the need to explore other variables that may significantly influence educational outcomes. Research findings are discussed in chapter five.

CHAPTER FIVE: SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.1 Introduction

This chapter synthesizes the findings from the study on the determinants of public participation in women's leadership in Nyatike Sub County, Migori County, Kenya. It concludes and offers recommendations based on the analysis of factors affecting women's participation in decision-making processes, the influence of institutional policies on women's leadership, and the effectiveness of public participation mechanisms in promoting women's leadership. The chapter also highlights policy implications for local government and practical recommendations for community leaders and stakeholders involved in enhancing women's roles in leadership.

5.2 Summary

The primary aim of this study was to investigate the determinants of public participation on women's leadership in Nyatike Sub County, Migori County, Kenya. A mixed-methods research design was employed to facilitate the comprehensive collection and analysis of both quantitative and qualitative data, thus providing a holistic understanding of the factors influencing women's leadership within the community. To achieve a representative sample, both stratified random sampling and purposive sampling methods were utilized, resulting in the selection of 180 adult residents and 20 women leaders for participation. This diverse sample ensured that a broad range of perspectives was captured, allowing for meaningful insights into the dynamics of women's participation in leadership roles.

Data were collected through structured questionnaires and semi-structured interview guides. The questionnaires were meticulously designed to gather information on demographic characteristics, determinants of public participation, and the perceived challenges to women's leadership. The interviews aimed to elicit in-depth narratives regarding the experiences of

women leaders in Nyatike Sub County. To ensure the validity and reliability of the research instruments, pilot testing was conducted, allowing for the refinement of the tools to enhance clarity and consistency. Quantitative data were analyzed using the Statistical Package for the Social Sciences (SPSS) version 25, facilitating rigorous statistical processing. Qualitative data were thematically analyzed to identify key patterns and narratives that enriched the quantitative findings.

The first objective was to identify factors Affecting Women's Participation in Decision-Making Processes in Nyatike Sub County. The study identified several critical factors influencing women's participation in decision-making processes within Nyatike Sub County. Cultural beliefs and norms emerged as significant barriers, with traditional perceptions often limiting women's roles to domestic spheres. Educational background also played a crucial role, as lower levels of education were associated with reduced confidence and fewer opportunities for involvement in leadership roles. Additionally, economic factors, such as financial dependence and lack of resources, were found to hinder women's active participation. The study highlighted the importance of support networks, including family and community encouragement, in enhancing women's involvement in decision-making.

The second objective was to determine the influence of Institutional Policies on Women's Participation in Leadership. The Institutional policies were shown to significantly influence women's participation in leadership roles in Nyatike Sub County. The research revealed that inclusive policies that promote gender equality and encourage women's representation in leadership positions can create an enabling environment for women. Specifically, legal reforms aimed at ensuring equal opportunities for women in decision-making were highlighted as essential for fostering leadership. However, the lack of awareness about existing policies and insufficient implementation were identified as barriers. The study

emphasized the need for continuous advocacy for institutional policies that not only support women's leadership but also monitor their effectiveness in practice.

Lastly, the study examined the effect of Public Participation Mechanisms on Promoting Women's Leadership and found that the evaluation of public participation mechanisms indicated a positive correlation between active public engagement and the promotion of women's leadership in Nyatike Sub County. Effective public forums and community meetings that encourage women's voices were found to enhance their visibility and recognition within decision-making processes. The study also noted that mechanisms facilitating feedback and dialogue between leaders and community members empower women to contribute their perspectives and influence outcomes. However, challenges such as limited access to information and socio-cultural barriers still persist, affecting women's ability to engage fully in public participation initiatives. The findings suggest that enhancing these mechanisms and ensuring women's active involvement can lead to more equitable leadership outcomes.

5.3 Conclusion

The study on the determinants of public participation in women's leadership in Nyatike Sub County has revealed significant insights into the barriers and opportunities that affect women's involvement in decision-making processes. It is evident that local cultural beliefs play a pivotal role in shaping women's roles within the community, often limiting their participation in leadership. Public recognition and institutional policies emerged as critical factors influencing women's leadership, underscoring the need for a supportive environment that values women's contributions. While some institutional policies are designed to promote gender equality, their implementation remains inconsistent, often hampered by cultural norms and insufficient awareness. Furthermore, public participation mechanisms have the potential to enhance women's leadership but are frequently undermined

by accessibility issues and entrenched biases. Overall, these findings highlight the urgent need to address the cultural, institutional, and participatory barriers that hinder women's active involvement in leadership roles.

5.4 Recommendations

Based on the fieldwork findings and literature review regarding the factors affecting women's participation in decision-making processes, the influence of institutional policies on women's leadership, and the effect of public participation mechanisms in Nyatike Sub County, the following recommendations are proposed:

1. Implementing community education programs is essential to challenge traditional cultural beliefs that restrict women's roles in leadership. Engaging both men and women in discussions about gender equality will help cultivate a supportive environment that values women's contributions in decision-making. The findings suggest that altering perceptions within communities is crucial for facilitating women's active involvement in leadership roles.
2. A comprehensive review and strict enforcement of institutional policies designed to promote women's leadership are necessary. Training sessions for institutional leaders on the significance of gender equality, combined with accountability mechanisms, can enhance the effectiveness of these policies. The study's findings indicate that the limited acknowledgment of existing policies reflects the need for better implementation to achieve gender parity in leadership roles.
3. Developing inclusive public participation frameworks is vital for overcoming barriers to women's involvement. This should include adjusting meeting schedules for greater accessibility, providing safe venues for discussions, and creating dedicated platforms for women's voices. The fieldwork findings reveal that when women's participation is

actively facilitated, their representation in decision-making processes can improve significantly.

4. Establishing training and mentorship programs that focus on developing women's leadership skills is critical. These programs should also facilitate support networks that enhance women's confidence and ability to engage in leadership. The findings highlight that mentorship and peer support play significant roles in empowering women, while literature indicates that such networks can provide essential resources and encouragement for women seeking leadership roles.

5.5 Future Orientation to the Research

The exploration of women's leadership and participation in decision-making processes in Nyatike Sub County opens several avenues for future research. The following orientations are recommended to enhance understanding and support ongoing efforts in promoting gender equality: Future research could adopt a longitudinal approach to assess the long-term effects of implemented policies and educational programs on women's leadership and participation. Tracking changes over time will provide insights into the sustainability of interventions and help identify successful strategies that can be scaled or adapted for broader application.

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APPENDICES

Appendix 1: Introduction Letter

Dear participants,

My name is Millicent Dorothy Kajimba. I am currently a master's student at Tangaza University. I am investigating the **determinants of public participation on Women's Leadership in Nyatike Sub County, Migori County, Kenya**. You are being requested to join this study because I believe you have the vital information I need. The study results could be valuable in developing policies that promote positive attitudes towards public engagement and effective women's leadership within the community.

Please fill out the accompanying questionnaire to share your ideas and opinions with me in this study. Your responses will remain strictly confidential, and your personal information, including your phone number, will not be used in any press reports. The findings of this study will be used, strictly, for academic purposes. The study findings will be shared with you to confirm that your views have been accurately presented.

Your determinants to this study is highly appreciated, and I thank you for being a part of this important process.

Sincerely,

Millicent Dorothy Kajimba

MA Student in Social Transformation, Tangaza University, Nairobi, Kenya

Annexes 2: Information for Interested Parties

Title of the project: Determinants of Public Participation on Women's Leadership in Nyatike Sub County, Migori County, Kenya

<p>The study is being conducted by Millicent Dorothy Kajimba, a student in the Institute for Social Transformation, Tangaza University, Nairobi, Kenya.</p> <p>I declare that participants in the study are not at any known risk, and no deception will be used. Respondents are requested to answer a series of questions in order to find out how the determinants of public determinants on women's leadership in Nyatike Sub County, Migori, Kenya, is affected. There will be no financial compensation for taking part in this study. If a participant chooses not to participate, they may leave at any time at will.</p> <p>All responses will remain confidential.</p>
Name of researcher: Millicent Dorothy Kajimba
The researcher is an MA student.
Contact of researcher: mdkajimba@gmail.com , Cell Phone Number: +254724344285
I acknowledge that the participant has consented to participate in the study.
Signature of researcher..... Date.....

Appendix 3: Consent Form

Participant's code number:

1. I attest that I have a copy of the information sheet and that the organizer has explained the goal of the project in detail, along with the range of duties I will be expected to do. By signing this document, I confirm that I have had enough time to learn about this project and that I am aware of its purpose.
2. I understand that there will be no monetary benefits from participating in this study
3. I know that my information will be handled confidentially.
4. Participation in this survey is voluntary, and I recognize that I cannot answer questions by force and can withdraw at any time without explaining why.
5. I agree that the information I provide may be used in the study by signing this form.
6. I understand that I am not required to give any personal information, and my identity will remain confidential.
7. I appreciate that I will not benefit directly from this study in terms of monetary compensation.

Signature of participant...

Date.....

Appendix. 4: Questionnaire for Local Community of Nyatike

Introduction

Please answer the following questions as precisely as you can. Your unique answers are anonymous and kept completely private. Only academic goals will be served by using your responses. Kindly mark your response for each question in the designated spaces.

1. Section A: General Information

Gender: Male () Female () Other ()

2. Age Distribution

18-28 ()

29-38 ()

39-48 ()

49 years and above ()

3. What is your greatest educational achievement?

Primary ()

Certificate ()

Secondary ()

Bachelor ()

Postgraduate ()

4. Marital status:

Married () Single () Divorced () Widowed () Separated ()

5. What is your occupation?

6. What is your monthly income (Ksh.)?.)

Below 10,000 ()

10,000 - 20,000 ()

20,001 - 30,000 ()

30,001 - 40,000 ()

Above 40,000 ()

Section B: Determinants of public participation to women involvement in decision-making

7. How often do you participate in community decision-making processes within Nyatike Sub County?

Never, Rarely, Occasionally, Frequently, Always

8. What are the main channels or mechanisms through which you engage in public participation? Select all that apply.

No	channels or mechanisms	1	2	3	4	5
1	Community meetings					
2	Voting in local elections					
3	Participation in advisory committees					
4	Public forums or town halls					
5	Surveys or feedback forms					

Impact of Public Participation on Women's Representation:

To what extent do you believe public participation has influenced women's representation in decision-making roles?

No influence ()

Minor influence ()

Moderate influence ()

Significant influence ()

Very significant influence ()

10. Barriers to Women's Participation:

What are the main barriers to women's participation in decision-making processes? (Select all that apply)

No	Barriers to Women's Participation	1	2	3	4	5
1	Socio-cultural norms					
2	Lack of awareness or information					
3	Economic constraints					
4	Institutional biases					
5	Bureaucratic inefficiencies					

Role of Public Participation in Economic Empowerment:

How important is public participation in enhancing women's economic empowerment activities within Nyatike?

Not important ()

Slightly important ()

Moderately important ()

Very important ()

Extremely important ()

12. Types of Economic Empowerment Projects

Which types of economic empowerment projects have you observed with significant public participation? (Select all that apply)

No	Types of Economic Empowerment Projects	1	2	3	4	5
1	Microfinance initiatives					
2	Skills development programs					

3	Business mentorship and support					
4	Agricultural development projects					
5	Job training and placement programs					

13. Challenges in Economic Empowerment:

What are the primary challenges faced by women in economic empowerment activities?
(Select all that apply)

No	Challenges in Economic Empowerment	1	2	3	4	5
1	Limited access to financial resources					
2	Lack of education or training opportunities					
3	Gender discrimination					
4	Inadequate infrastructure or resources					
5	Socio-cultural barriers					

14. Public participation in addressing economic challenges:

How effective is public participation in addressing these economic challenges for women?

Not effective. ()

Slightly effective.

Moderately effective ()

Very effective ()

Extremely effective

15. Influence of Local Cultural Beliefs on Women's Leadership:

How do local cultural beliefs influence women's leadership roles and participation?

Very negatively.

Negatively ()

Neutrally ()

Positively ()

Very positively.

16. Examples of public participation in managing cultural beliefs:

Can you provide examples where public participation has helped women manage or overcome cultural barriers? (Select all that apply)

No	Examples of Public Participation Managing Cultural Beliefs	1	2	3	4	5
1	Inclusion in cultural decision-making bodies					
2	Advocacy campaigns					
3	Community education programs					
4	Public recognition and support					
5	Legal reforms or policy changes					

17. Effectiveness of Public Participation in Addressing Cultural Barriers:

How effective is public participation in addressing cultural barriers to women's involvement in community development?

Not effective.

Slightly effective ()

Moderately effective ()

Very effective. ()

Extremely effective

18. Additional Comments:

.....

Thank you for your valuable participation in this study.

Appendix 5: Interview Guide for Women Leaders in Nyatike

Introduction

The goal of the interview is to examine the determinants of public participation on women's leadership in Nyatike Sub County, Migori County, Kenya. You are required to participate in the interview and your answers will be kept completely private. Kindly feel free to express your opinions.

Part A: General Information

1. Have you been actively involved in any community decision-making processes within Nyatike Sub County?
2. How frequently have you participated in selecting leaders or representatives within your community?
3. Have you engaged in campaigns that focused on women leadership in any field?
4. What motivated you to become involved in campaigns for women leadership?

Section B: Determinants of Public Participation to Women's Leadership

1. From your observation, how would you describe the levels and patterns of public participation in recent years?
2. In what ways do you think public participation has influenced women's involvement in decision-making within the community?
3. Can you provide examples of specific decisions that were impacted by women's participation?

Objective 2: Establish the socio-economic determinants of women's participation in leadership in Nyatike Sub County, Migori County, Kenya

4. How do you perceive the role of public participation in enhancing women's involvement in economic empowerment activities within Nyatike?
5. What specific economic empowerment projects have you observed that involved significant public participation?
6. What challenges do women face in participating in economic empowerment activities, and how does public participation help address these challenges?

Objective 3: Evaluate the effect of public participation mechanisms on promoting women’s leadership in Nyatike Sub County, Migori County, Kenya

7. How do local cultural beliefs influence women’s participation in community activities and leadership positions?
8. Can you share instances where public participation has helped women manage local beliefs that were barriers to their involvement?
9. In your opinion, how effective is public participation in addressing cultural barriers to women’s involvement in community development?
10. **Do you have any other comments or insights you would like to add?**

Objective	Specific Questions	Target Group
Examine factors affecting women’s participation in decision-making processes in Nyatike Sub-County	<ol style="list-style-type: none"> 1. What factors hinder women's participation in decision-making processes? 2. How do cultural and societal norms impact women's involvement in leadership? 3. What support systems are in place to enhance women's participation? 	Community members, Women leaders, and local government officials
Establish the socio-economic determinants of women’s participation in leadership	<ol style="list-style-type: none"> 1. How do socio-economic factors such as income, education, and employment affect women’s ability to participate in leadership roles? 2. What are the key barriers related to socio-economic status that impact women’s leadership? 3. How does socioeconomic status influence women's access to leadership opportunities? 	Community members, Women leaders, Educational and employment institutions
Evaluate the effect of public participation mechanisms on	<ol style="list-style-type: none"> 1. How effective are current public participation mechanisms in 	Community members, Women

<p>promoting women's leadership</p>	<p>promoting women's leadership?</p> <p>2. What improvements can be made to enhance women's involvement through these mechanisms?</p> <p>3. How does public participation influence women's representation in leadership roles?</p>	<p>leaders, policymakers, and public participation facilitators</p>
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Appendix 6: Migori County Map



Appendix 7: Tangaza Authorization Letter



TANGAZA UNIVERSITY

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REF: TU/ISERC2024/01/0033

13th August 2024

To: Millicent Dorothy Kajimba

Reg. No. 20/00041

Dear Millicent,

Re: "Contribution of Public Participation on Women's Leadership in Nyatike Sub County, Migori County, Kenya".

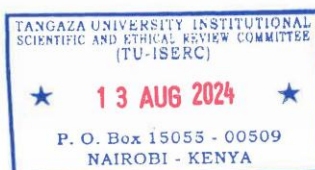
This is to inform you that TU-ISERC has reviewed and approved your above research proposal. Your application approval number is *TU/ISERC2024/01/0032*. The approval period is **13th August 2024 – 14th August 2025**. This approval is subject to compliance with the following requirements;

1. Only approved documents including (informed consents, study instruments, MTA) will be used
2. All changes including (amendments, deviations, and violations) are submitted for review and approval by TU-ISERC.
3. Death and life-threatening problems and serious adverse events or unexpected adverse events whether related or unrelated to the study must be reported to TU-ISERC within 72 hours of notification.
4. Any changes, anticipated or otherwise that may increase the risks or affected safety or welfare of study participants and others or affect the integrity of the research must be reported to TU-ISERC within 72 hours
5. Clearance for export of biological specimens must be obtained from relevant institutions.
6. Submission of a request for renewal of approval at least 60 days prior to expiry of the approval period. Attach a comprehensive progress report to support the renewal.
7. Submission of an executive summary report within 90 days upon completion of the study to TU-ISERC.

Prior to commencing your study, you will be expected to obtain a research license from National Commission for Science, Technology and Innovation (NACOSTI) <https://research-portal.nacosti.go.ke> and also obtain other clearances needed.

Yours sincerely

Dr. Daniel M. Kitonga (Ph.D., MBA)
Chair, TU - ISERC



Appendix 8: Tangaza Recommendation Letter



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**OFFICE OF THE CHAIRMAN
TANGAZA UNIVERSITY INSTITUTIONAL SCIENTIFIC AND ETHICS
REVIEW COMMITTEE**

E-mail: iserc@tangaza.ac.ke Website: www.tangaza.ac.ke

OUR Ref: TU/ISERC2024/01/0032

Date: 13th August 2024

The Commission Secretary,
National Commission for Science, Technology and Innovation
P.O. Box 30623,
Nairobi – Kenya.

Dear Sir/Madam,

Re: Recommendation for Research Permit – MILLICENT DOROTHY KAJIMBA

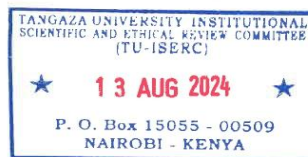
This is to confirm that Millicent Dorothy Kajimba is a PI in a researcher protocol which was submitted to TU-ISERC for review. The protocol was reviewed and approved for research permit.

Kajimba wishes to carry out research under the title "*Contribution of Public Participation on Women's Leadership in Nyatike Sub County, Migori County, Kenya*".





I strongly recommend Millicent Dorothy Kajimba to the Kenya National Commission for Science, Technology and Innovation for issuance of a research permit. The permit will enable her to proceed to data collection for her study. Thanking you in advance for your cooperation.

Yours sincerely,

Dr. Daniel M. Kitonga (Ph.D., MBA)
Chairperson, TU-ISERC



Appendix 9: NACOSTI- Research Permit

 REPUBLIC OF KENYA	 NATIONAL COMMISSION FOR SCIENCE, TECHNOLOGY & INNOVATION
Ref No: 198301	Date of Issue: 02/October/2024
RESEARCH LICENSE	
	
This is to Certify that Ms.. Millicent Dorothy Kajimba of Tangaza University , has been licensed to conduct research as per the provision of the Science, Technology and Innovation Act, 2013 (Rev.2014) in Migori on the topic: Contribution of Public Participation to Women 's Leadership in Nyatike Sub County, Migori County, Kenya for the period ending : 02/October/2025.	
License No: NACOSTI/P/24/40479	
198301 Applicant Identification Number	 Director General NATIONAL COMMISSION FOR SCIENCE, TECHNOLOGY & INNOVATION
Verification QR Code	
	
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