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Capacity Building and Women Leadership in Kenya Political Elective Positions

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Political Elective Positions**



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Abstract

Purpose: The purpose of this study was to determine the role of capacity building on women leadership in Kenya political elective positions.

Methodology: A mixed method research design was adopted with a positivism philosophy approach. A simple random sampling method was applied to select a representative sample of the study. The target population comprised of 172 women elected in National Assembly and Senate. Primary data was collected through open ended questionnaires and secondary data was collected through published records. Statistical Package for Social Sciences (SPSS) version 25.0 was used to facilitate data analysis process. The collected data was analysed using both descriptive and inferential statistics to draw conclusions.

Results: The inferential statistics results revealed a positive and significant relationship between capacity building and inclusion of women in the elective positions in Kenya at $p < 0.05$. Capacity building and women leadership in Kenya political elective positions had a Pearson's correlation of $r = 0.323$ ($p = 0.001$) which was weak but positive. The correlation results implied that capacity building is had a weak, strong and positive association with women leadership in Kenya political elective positions. According to these findings increase in capacity building increased women leadership in Kenya political elective positions. The R^2 for the model was 0.105 indicating that 10.5% variations in women leadership in elective in Kenya could be explained for by capacity building other factors held constant. This was a sign that the model was appropriate for establishing the link between relationship between capacity building and inclusion of women in the elective positions in Kenya and, as a result, for drawing the conclusions and suggestions from the study.

Unique Contribution to Theory, Practice and Policy: While the existing Trait Theory of Leadership used in this study was validated, the study recommends that that political parties should organize for training on women who are willing to vie for political offices. These trainings should aim to equip women leaders with knowledge and skills which will increase their chances of being elected in elective in positions. According to the study, policymakers and political parties should take the lead in providing mentorship programs for women seeking elective positions to have same experience just like their men counterpart.

Keywords: *Capacity Building, Women Leadership, Political Elective Positions, Kenya*

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INTRODUCTION

Kenyan women since independence in 1963 have played a marginal role in Kenya's political life even though they make up 52% of the country's population (Akorsu, 2015). In Kenya, Article 91 of the 2010 Constitution sets the requirement for political parties to "respect the right of all persons to participate in the political process, including minorities and marginalized groups." Furthermore, Section 7 of the Political Parties Act requires governing bodies of political parties to reflect gender balance with no more than two thirds of their members being of the same gender. All registered political parties in Kenya have complied with these legal provisions, adapting their party by-laws and internal regulations accordingly (International IDEA and Netherlands Institute for Multiparty Democracy, 2015). These reforms made in the Kenyan constitution saw the rise of Kenya women in elected political positions reach a milestone when more women political leaders vie for various political positions. Despite the fact that most of them lost, it marked a great milestone in the political ascendance of Kenya women (Kaimenyi, Kinya & Chege, 2013).

According to Kamau (2016), in Kenya monitored campaign expenditure tracking data estimates that in 2007 candidates could have spent between 2 million and 3 million on voter bribery. Munyoki (2017), emphasize, that there are discriminatory laws in our statute books. In addition, to them, the ideology of equality is a legal fiction, which helps legitimize the status quo (Mumbi & Gikandi, 2016). The 2030 vision envisages genuinely competitive and issue-based politics. The goals of Vision 2030 are to enact and operationalize necessary policy, legal and institutional framework to support issue-based political processes and strengthening laws on non-discrimination to promote inclusion of women and disadvantaged groups in electoral and political processes (Manyara, Amunga & Ondigi, 2015). According to Merino & de los Ríos Carmenado (2012), capacity building helps women to be empowered by building money earning capability among them, developing confidence to face challenges, enhancing the ability to make decisions regarding themselves and the society. Campaign expenditure which as noted by Morgan (2016), include nomination expenses, printing of fliers and hand bills, hiring of public address systems, mobile phones, agents' fees, campaigners' expenses, hospitality, transportation, accommodation and subsistence for candidates' team must be met. He notes that in addition to maintenance of vehicles and transport costs, entertainment, propaganda, buying of votes and bribing of voters take a large proportion of a candidates' budget.

Compared with most of its neighbours, Kenya performs poorly in respect of women's representation within politics in spite of historically vibrant women's movements and arguably one the most competitive systems of multi-party democracy in the region (Badri & Tripp, 2017). Many women are recognized to have made important contributions to movements for change in the colonial and post-colonial periods, and acted as trailblazers. Within the political sphere, women's representation in national government positions can serve an important symbolic role encouraging young girls to believe they have a bright future (Boga & Ensari, 2009). Kenya's poor performance in comparison with her neighbours is as a result of a lack of compliance with the national legal framework, lack of political good will at the national leadership level and an inability to hold the government accountable to the Constitution.

Based on the data from the 2017 general election, only 9% out of a total of 1883 elected seats in Kenya are held by women (Bouka, Berry & Kamuru 2019). If these trends continue, women will be excluded in decision making in matters of development leading exclusivity of women which goes against the UN Sustainable Goal 5 on gender mainstream such as equality and non-discrimination policies to promote inclusion of women and disadvantaged groups in electoral

and political processes as envisioned in Kenya vision 2030 (Amondi, 2011). Kenya's 2010 Constitution introduced a quota system designed to increase the representation of women in elective and appointive bodies of government (Article 27b).

Article 27(8) known as the Gender Principle states that 'not more than two thirds of the members of elective bodies shall be of the same gender'. Studies that have focused on gender mainstream especially on women leadership in political positions include Kassa (2014) and Badri and Tripp (2017) who focused on challenges and opportunities of women political participation in Ethiopia. The finding of the study shows different casual factors such as; economic, religious, social and cultural factors contributed to women's poor political participation in the country. Kamau (2016), focused on women's marital status and educational level influence their participation in political leadership. Kameri-Mbote (2016), indicated that traditional beliefs, perceptions and stereotypes which depict women as being inferior have tended to militate towards their marginalization and mainstreaming.

According to Gender Analysis of the 2017 Kenya General Elections report, as a follow-up to their previous gender audit, Key Gains and Challenges: A Gender Audit of Kenya's 2013 Electoral Process. Similar to its predecessor, this document reviews the performance of women in the 2017 general elections, in the context of the systems and structures put in place to encourage their political inclusion and participation. Bouka *et al.* (2019), factors influencing women participation in political process the case of the orange democratic movement party, Kenya. The study recommends women need to be more purposeful about working on the personal factors that hinder them from taking their rightful place in society. They need to work on issues of self-esteem and confidence in relation to politics. Though much has been done in this area women and leadership positions, there are gaps in existing literature on gender mainstreaming on women in elective positions in Kenya (Morgan, 2016). First there are conceptual gaps on study variables addressed as well as a knowledge gap in existing literature on determination of capacity building on inclusion on women leadership in Kenya political elective positions.

Problem Statement

In 2022 general election triumph of women in Meru, Kirinyanga, Nakuru, Machakos and Homabay Counties painted a progress journey to women in political leadership in Kenya. However, Kenya is still far behind some of its neighbours, such as Rwanda, in terms of parity. The political journey of Kenyan women is often fraught with difficulties, and that of the 2022 candidates was no exception (Bouka *et al.*, 2022). These trends if allowed to continue, women will be excluded in decision making in matters of development leading exclusivity of women which goes against the UN Sustainable Goal 5 on gender mainstream such as equality and non-discrimination policies to promote inclusion of women and disadvantaged groups in electoral and political processes as envisioned in Kenya vision 2030 (Kameri-Mbote, 2016). Kenya's 2010 Constitution introduced a quota system designed to increase the representation of women in elective and appointive bodies of government (Article 27b). Though much has been done in this area women and leadership positions, there are gaps in existing literature on capacity building on women leadership in Kenya political elective positions (Kioko, 2020). First there are conceptual gaps on study variables addressed as well as a knowledge gap in existing literature on determination of political parties and capacity building on inclusion on women leadership in Kenya political elective positions. In light of this, this study aims to determine the role of capacity building on women leadership in Kenya political elective positions.

Objective of the Study

To determine the role of capacity building on women leadership in Kenya political elective positions

Research Hypothesis

H₀: Capacity building does not have a significant role on women leadership in Kenya political elective positions

LITERATURE REVIEW

Trait Theory of Leadership

This theory is attributed to Carlyle (1841). Early in the leadership scientific research tradition, traits were understood to be innate or heritable qualities of the individual. No doubt influenced by Zaccaro, Kemp & Bader (2004), work, most early researchers considered leader trait to be immutable properties that were present at the birth of a future leader. This perspective shifted, however, in the first half of the 20th century to include all relatively enduring qualities that distinguished leaders from non-leaders. Stogdill's (1948), review cited decisiveness in judgment, speech fluency, interpersonal skills, and administrative abilities as stable leader qualities. Reflecting this shift away from trait as purely heritable qualities, leader trait can be defined as relatively coherent and integrated patterns of personal characteristics, reflecting a range of individual differences that foster consistent leadership effectiveness across a variety of group and organizational situations (Kiamba, 2008).

Trait based leadership theory put emphasis on trait or personalities of leaders, considered as intrinsic attributes (Dugan & Komives, 2011). Zaccaro *et al.* (2004), argue for the importance of leadership attributes in that they enable prediction of leader effectiveness. Trait have traditionally referred to personality attributes. However, in line with most modern leader trait perspectives, the qualities that differentiate leaders from non-leaders are far ranging and include not only personality attributes but also motives, values, cognitive abilities, social and problem-solving skills, and expertise. The emphasis in this definition is on the variety of individual differences that predict leader effectiveness. This approach is similar to the one adopted by Snaebjornsson and Edvardsson (2013), who defined trait in terms of leader effectiveness and included personality, motives, needs, and values in his definition. Although he contrasted trait and skills, the latter were defined as having both experiential and inherited foundations as well as operating at both general (intelligence, interpersonal abilities) and specific (persuasion and verbal skills) levels, this theory promoted the need for proper education attainment on organization leadership trait (Fitzgerald & Schutte, 2010).

Leadership positions have often been dominated by men, and women have faced barriers and biases in accessing leadership roles (Sakanko & Mangut, 2020). Capacity building initiatives aim to address these challenges by providing training, development programs, and opportunities for women to enhance their skills, knowledge, and confidence in leadership roles. The Trait Theory of Leadership suggests that certain traits, such as self-confidence, assertiveness, emotional intelligence, and resilience, are associated with effective leadership. By focusing on capacity building, women can develop and strengthen these traits, enabling them to overcome obstacles and thrive in leadership positions (Merino & de los Ríos Carmenado, 2012). This theory therefore was useful in determining the role of capacity building on women leadership in Kenya political elective positions.

Conceptual Framework

The purpose of using the conceptual framework was to provide a diagrammatic presentation of a theory and it is presented as a model when research variables and their relationship are translated into a visual picture to demonstrate the interconnectivity between the independent and the dependent variables (Lavrakas, 2008). It illustrates how dependent and independent variables are related. Capacity Building was the independent variable while Women Leadership Inclusion was the dependent variable.

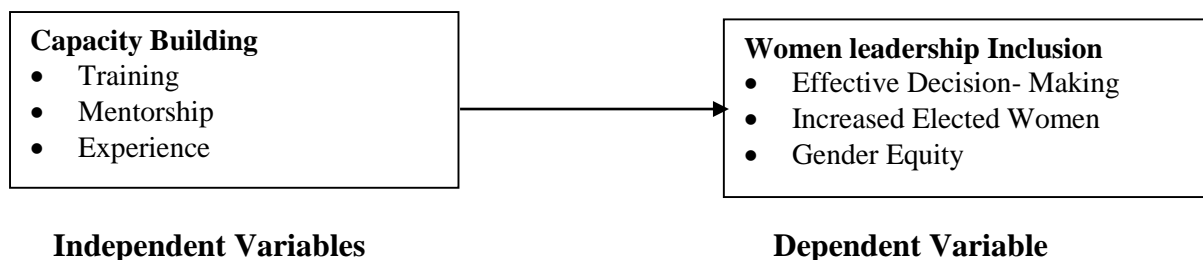


Figure 1: Conceptual Framework

Research Gaps

Although numerous researches have been done on capacity building on women leadership, these studies are limited to specific countries, regions, sectors and institutions. From a global and regional perspective, Vallejo and Wehn (2016), examined the impact of capacity development Sujarwoto (2012), analysed Political decentralization and local public services performance in Indonesia; Tsikata (2016), examined Gender, land tenure and agrarian production systems in sub-Saharan Africa; Akorsu, (2015), carried out an evaluation of the effectiveness of revenue mobilisation in the public sector of Ghana; Kassa, (2014). Analysed challenges and opportunities of women political participation in Ethiopia. Different countries are characterized by different political environments, gender mainstream and gender-based policies and hence the findings from one country cannot be generalized to another country. Due to differences in types of resources from one sector to another, the findings from one sector cannot be generalized to another sector. In addition, the findings of studies done in one institution cannot be generalized to another. This is because of the differences in organization structures, policies and sources of various types of resources. In view of these Research gaps and in view of the critical role of capacity building play in political scene, it is imperative that a study specific to Kenya is undertaken to shed light on the influence of capacity building on women leadership in Kenya political elective positions.

METHODOLOGY

This study was guided by positivistic philosophical approach. The study used mixed method design which utilizes the strengths of both qualitative and quantitative approaches to collect data (Kumar, 2019). Lavrakas, (2008), further points out that mixed methods are a powerful way of enhancing the validity of results. The study population comprised of 172 women elected in National Assembly and Senate. The researcher adopted the formula given by Kothari and Garg (2014) to give a good representative of the population. Therefore, the sample size of the study was 119 respondents. The primary data was collected using a structured questionnaire or closed-ended questionnaires from the respondents. Data collection was facilitated by a list of names and contacts. The researcher made a follow up and the fully completed questionnaires were picked from the respondents at appropriate and agreed upon duration. Descriptive and

inferential statistics were used to analyse and interpret the data used in this research. Multiple ordinary least square regressions were useful in showing whether the identified linear relationship was significant or not. A regression coefficient with a p-value of less than 0.05 indicates that the variables have significant influence.

RESULTS AND DISCUSSIONS

Descriptive Analysis of Capacity Building

A total of 104 were dully completed which represented a response rate of 87%. This response was achieved since the online survey had automated reminder to ensure that respondents are constantly reminded to complete. The results presented in Table 1 show that slightly more than half (51.9%) had sought to elective position only once, 32.7% indicated they had sought for elective positions twice. The findings clearly indicate majority of the respondents participated in elections only once which indicated that participation of women in elective positions was an uphill task that majority shied away after the first attempt. The also imply that what these women went through during the first attempt was scary which demoralized them from attempting for the second time.

Table 1: Number of Times Participated in Elections

	Category	Frequency	Percent
Number of times participated in Elections	None	3	2.9
	One	54	51.9
	Two	34	32.7
	Three	7	6.7
	Four	3	2.9
	More than 4 times	3	2.9
	Total		104

Extent of Capacity Building among Women Leaders in Kenya

The study focused on training, mentorship and experience of the leaders and how they contribute to women leadership in Kenya political elective positions. The study asked whether women with proper training make it into elective positions, the results in Table 2 show that 24.0% and 34.6% of the respondent agreed and strongly agreed. The statement had a mean of 3.50 which confirmed that majority of the respondent agreed. On whether women need political trainings from experts to increase their chances in elected position, the statement had a mean of 4.35 which also confirmed that majority of the respondents agreed with the statement. The results also show that 33.7% of the respondents disagreed on whether Women's knowledge and skills determines their election in positions while 25.0% and 18.3% agreed and strongly agreed respectively. The findings showed that majority of the respondent agreed on role of training on women leadership in Kenya political elective positions.

On mentorship, the study sought to establish whether; women require mentorship to succeed in elective positions, whether political mentorships help women leadership in elective positions and finally whether women require mentorship by seasoned politician to be elected in positions. All the three statements had means of 4.15, 4.12 and 3.66 respectively. The finding implied that mentorship had an important role in women leadership in Kenya political elective positions. On whether experience influence women leadership in Kenya political elective positions, the results show that 25.0% and 26.0% agreed and strongly agreed that political experience limits women from elective positions in Kenya. On the other hand, majority as

indicated by the mean of 2.86 disagreed with the statement on whether women seeking elective positions have same experience just like their men counterpart. Finally, the result show that majority as indicated by mean of 3.61 agreed that networking and experience are key determinants for women success in elective positions.

Capacity building had an aggregate mean score of 3.68 which confirmed that majority of the respondents agreed that education attainment is important in determining women leadership success in elective positions. The study finding supported the finding of a study by Opoku, Anyango and Alupo (2018) that found out there is low education among women in Kenya, however in their study it revealed despite there were educated women majority were discouraged in joining elective position because of politics. Similar studies also indicated that women education does not determinant the urge to join elective leadership in society (Kameri-Mbote, 2016). Other studies had contrary findings, that found education as a major barrier to women participation of women in elective position (Kioko, 2020).

Table 2: Descriptive Results for Capacity Building

Statements	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean	Std Dev
Training							
Women with proper training make it into elective positions	8.7%	26.0%	6.7%	24.0%	34.6%	3.50	1.41
Women need political trainings from experts to increase their chances in elected position	0.0%	0.0%	14.4%	36.5%	49.0%	4.35	0.72
Women's knowledge and skills determines their election in positions	0.0%	33.7%	23.1%	25.0%	18.3%	3.28	1.12
Mentorship							
Women require mentorship to succeed in elective positions	0.0%	3.8%	18.3%	36.5%	41.3%	4.15	0.86
Political mentorships help women leadership in elective positions	0.0%	2.9%	22.1%	35.6%	39.4%	4.12	0.85
Women require mentorship by seasoned politician to be elected in positions	0.0%	5.8%	46.2%	24.0%	24.0%	3.66	0.91
Experience							
Political experience limits women from elective positions in Kenya	0.0%	20.2%	28.8%	25.0%	26.0%	3.57	1.09
Women seeking elective positions have same experience just like their men counterpart	0.0%	39.4%	35.6%	25.0%	0.0%	2.86	0.79
Networking and experience are key determinants for women success in elective positions	0.0%	28.8%	13.5%	26.0%	31.7%	3.61	1.21
Aggregate Means Score						3.68	1.00

Test of Hypothesis

Both correlation and regression were used to test the effect capacity building on women leadership in Kenya political elective positions. The results in Table 3 show that capacity building and women leadership in Kenya political elective positions had a Pearson's correlation of $r=0.323$ ($p=0.001$) which was weak but positive. The correlation results implied that capacity building is had a weak, strong and positive association with women leadership in Kenya political elective positions. According to these findings increase in capacity building increased women leadership in Kenya political elective positions. The findings imply that empowered women were able to overcome other challenges and obstacles that hinder women from ascending to elective positions.

Table 3: Pearson's Correlation Matrix

		Capacity Building	Women Leadership Inclusion
Capacity Building	Pearson Correlation	1.000	
	Sig. (2-tailed)		
Women Leadership Inclusion	Pearson Correlation	.323**	1.000
	Sig. (2-tailed)	0.004	
	N	104	104

** Correlation is significant at the 0.01 level (2-tailed).

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

The results of regression analysis in Table 4 show that capacity building explained 10.5% ($R^2=0.105$) of the variation in women leadership in Kenya political elective positions. The results implied that 10.5% variations in women leadership in elective in Kenya could be explained for by capacity building other factors held constant. The Results of ANOVA (f -statistics=11.92, $p=0.001$) show that univariate model fitted to test whether capacity building was statistically significant. This further implies that the model had a goodness of fit. The coefficient of capacity building was $\beta=0.298$, with p -value= 0.004. These findings implied that capacity building significantly predicted women leadership in Kenya political elective positions. The finding further confirmed that increasing capacity building would result to 0.284 units increase in women leadership in Kenya political elective positions.

Table 4: Univariate Regression for Capacity Building and Women Leadership in Kenya Political Elective Positions

		β	Std. Error	Beta	t	Sig.
Coefficients	(Constant)	4.567	0.295		15.477	0.000
	Capacity Building	0.284	0.082	0.323	3.452	0.001
				Mean Square	F	Sig.
ANOVA	Regression	6.593	1	6.593	11.92	.001b
	Residual	56.418	102	0.553		
	Total	63.011	103			
		R	Adjusted R Square	Std. Error of the Estimate		
Model Summary		.323a	0.105	0.096	0.74372	

a Dependent Variable: women Leadership Inclusion

b Predictors: (Constant), Capacity Building

The descriptive results showed that respondents agreed that capacity building is important in determining women leadership success in elective positions. Regression results show that capacity building had a positive and significant relationship between capacity building has a significant role on women leadership in Kenya political elective positions. The findings showed that capacity building has a positive but significant role on women leadership in Kenya political elective positions. The study therefore, rejected null hypothesis that capacity building does not have a significant role on women leadership in Kenya political elective positions. The study finding supported the finding of a study by Opoku, Anyango and Alupo (2018), that found out there is low education among women in Kenya, which discouraged in joining elective position because of politics. Evans (2009) and Khan (2010), also opined that capacity building helps women to be empowered by building money earning capability among them, developing confidence to face challenges, enhancing the ability to make decisions regarding themselves and the society.

CONCLUSIONS AND RECOMMENDATIONS

Conclusions

The study concluded that capacity building empowers women in terms of equipping them with the necessary trainings, mentorship and necessary experience which is required to maneuver the difficult political terrain in Kenya to emerge successfully. Majority of the women who were elected in Kenya had quality education and had previous served in various capacity in appointment positions. Therefore, capacity enabled the women to serve in appointments which acts as stepping stone to elective positions.

Recommendations

On the role of capacity building on women leadership in elective positions, the study recommends that political parties should organize for training on women who are willing to vie for political offices. These trainings should aim to equip women leaders with knowledge and skills which will increase their chances of being elected in elective in positions. The study further recommends that mentorship programs should be carried out by political parties for women seeking elective positions to have same experience just like their men counterpart.

Women seeking elective positions should on their own seek for mentorship from experienced politicians to increase their chances of being elected in various positions.

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