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Abstract

In Kenya, there is low inclusion of women in political elective positions. If this trend continues, women will be excluded in decision making in matters of development leading exclusivity of women. This goes against the UN Sustainable Goal 5 on Gender mainstream and Non-Discrimination Policies that seeks to promote inclusion of women and disadvantaged groups in electoral and political processes as envisioned in Kenya vision 2030. It is against this that this study sought to determine the role of capacity building on women leadership in Kenya political elective positions. 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. Regression results showed a positive and significant relationship between capacity building and inclusion of women in the elective positions. Capacity building has a positive and significant role on women leadership in Kenya political elective positions. 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 elected in Kenya had quality education and had previous served in various capacity in appointment positions. Therefore, capacity building enables women to serve in appointments which acts as stepping stone to 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.

Keywords: *Capacity building, women leadership, political elective positions, Kenya*

1.0 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 (Benería, Berik & Floro, 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. Today Kenya celebrates 2 women governors which include Hon. Charity Ngilu, of Kitui County Government, Hon. Anne Waiguru of Kirinyaga County Government and the late Hon Dr. Joyce Cheron Laboso who was elected governor of Bomet County Government (IEBC 2017).

According to Okoth (2012) in Kenya monitored campaign expenditure tracking data estimates that in 2007 candidates could have spent between 2 million and 3 million on voter bribery. Nyanchoga (2016) 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 (NDI, 2017). The 2030 vision envisages genuinely competitive and issue-based politics. The goals of Vision 2030 is 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 (Bolo & Nkirote, 2012). According to Khan (2010) 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 Mutullah (2003) 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 neighbors, 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 and 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 (RVI Report 2018). Kenya's poor performance in comparison with her neighbors 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 (Bolo & Nkirote, 2012). 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 (2015) 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. Awuor (2016) focused on women's marital status and educational level influence their participation in political leadership. Douglas (2014) 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. Phoebe (2014) 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 (RVI Report, 2018). 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.

2.0 Literature Review

2.1 Theoretical Review

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, (2007) 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. Trait based leadership theory put emphasis on trait or personalities of leaders, considered as intrinsic attributes (Dugan & Komives, 2011). Zaccaro, Kemp and

Bader (2004) argue for the importance of leadership attributes in that they enable prediction of leader effectiveness. Trait have traditionally referred to personality attributes.

2.2 Empirical Literature Review

Capacity building therefore means a new build-up of capabilities (Kuhl, 2004). Capacity building is a concept that has different meanings for different people, but in general it relates to enhancing or strengthening a person's or organization's capacity to achieve their goals. Capacity building increases abilities and. The Sixth Schedule to the Constitution (Section 15 [2a]) mandates the National Government to facilitate the devolution of power; assist and support county governments in building their capacity to govern effectively and to provide public services. Section 121 of the County Governments Act 2012 provides for the National Government ministry or department responsible for matters relating to intergovernmental relations to provide support to county governments to enable them to perform their functions effectively. The Kenya School of Government Act No. 9 of 2012 mandates the school to build capacity and provide training, consultancy and research services for the Public Service. A National Capacity Building Framework has been developed to support the capacity building for devolved governance. KSG, CPST and other institutions of higher learning are obligated to use the framework. Capacity building refers to activities that improve an organization's ability to achieve its mission or a person's ability to define and realize his/her goals or to do his/her job more effectively (Linnell, 2003).

Capacity building is as important as capital investment and infrastructure (Mati, 2008). UNESCO (2006) reports that capacity building focuses on increasing an individual and organization's abilities to perform core functions, solve problems, and objectively deal with developmental needs. This is supported by Morgan (2016) cited in Merino and de los Ríos Carmenado (2012) where capacity building is viewed as improving or upgrading the ability of the person, team and institutions to implement their functions and achieve goals over time. Capacity building is important for all levels, from individuals to national organizations (Horton, 2002). Capacity building also alludes to building the organizational capacities of communities, and supports the formation of non-profit organizations (Granados, Mohamed & Hlupic, 2017).

Amondi, (2011) opines 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. Studies on the educational experiences of Kenyan women, identified various socio-economic and political factors which predisposed education and career decision making (Kiluva-Ndunda 2001). Educated women are assumed to have a lot of knowledge and skills and therefore, the society ought to give them position of leadership. There is adequate evidence that educating women is beneficial at the national, community, family and individual level. With even basic education, individual women effectively engage in economic activities and thus contribute to greater national productivity.

3.0 Research 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 (Cresswell 2012). Creswell (2012) further points out that mixed methods are a powerful way of enhancing the validity of results. The study population comprised of 172 women elected

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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.

Table 1: Sample Size

Category	Target Population	Sample Size
Senators & governors	6	4
MNAs	23	16
Women MNAs	47	33
MCAs	96	66
Total	172	119

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 analyze 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. The study used the following model to test whether there exists a significant relationship between independent and dependents variables.

$$Y = \beta_0 + \beta_1 X_1 + \epsilon$$

Where Y –Women leadership in Elective Positions; X_1 – Capacity building; ϵ – is the error term which is assumed to be normally distributed with mean zero and constant variance β – Parameters to be estimated, while $\beta_1, \beta_2, \beta_3, \beta_4, \beta_5$ are coefficient of the independent variable; β_0 is a constant (intercept)

4.0 Study Findings

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 2 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 2: 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

Source: Survey Data (2022)

4.1 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 3 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; Odhiambo, 2011). Other studies had contrary findings, that found education as a major barrier to women participation of women in elective position (Kioko, 2020).

Table 3: 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

Source: Survey Data (2022)

4.2 Analysis of Women Leadership in Kenya Political Elective Positions

This section presents the descriptive results for the dependent variables which was women inclusion in political elective positions in Kenya. To assess the women leadership in Kenya political elective positions, the study focused on equal decision making, increased elected women and representation. On effective decision making, the study sought to establish whether political decision made in Kenya consider the interests of all genders, the results in Table 4 show that respondent were divided in opinion as indicated by mean of 2.89. 21.2 and 11.5% agreed and strongly agreed while 20.2% and 14.4% strongly disagreed and disagreed respectively. On whether, elected women decisions are given same weights as men in Kenya political space, the results show 39.4% and 12.5% agreed and strongly agreed respectively while on the other hand, 27.9% and 13.5% disagreed and strongly disagreed respectively. The results show that majority as shown by the mean of 3.88 agreed that legislation brought forward by elected women leaders have huge impact on socio-economic growth of the country. The finding in this section show that majority of the respondents were neutral on whether there was equal decision making between women and men but were sure on socio-economic impact of women sponsored legislation.

The respondents agreed on all the three statements on increase in elected and nominated women in Kenya which implied that Kenya are slowly embracing women leadership in political elective positions. The study results also show that majority of the respondent agreed that there are necessary mechanisms put in place to achieve equal representation between men and women and that the ratio of women to men elected leaders in Kenya has been growing. The results show that respondents were divided on whether existing policies do affects women from achieving equal representation in elective positions. The aggregate mean of 3.63 indicated that majority of the respondent were satisfied with the progress made in Kenya to include women leadership in Kenya political elective positions. According to Kassa (2015) gender mainstream factors especially on women leadership in political positions have led to increase of women in leadership. Through political decentralization according to Bouka, Berry and Kamuru (2019) led to increase of women leaders in Kenya as demonstrated by 2013 General election.

Table 4: Descriptive Results for Women Leadership in Kenya Political Elective Positions

Statements	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean	Std Dev
Effective Decision- Making							
Political decision made in Kenya consider the interests of all genders	20.2%	14.4%	32.7%	21.2%	11.5%	2.89	1.28
Elected women decisions are given same weights as men in Kenya Political Space	13.5%	27.9%	6.7%	39.4%	12.5%	3.10	1.31
Legislation brought forward by elected women leaders have huge impact on socio-economic growth of the country	6.7%	0.0%	25.0%	34.6%	33.7%	3.88	1.09
Increased Elected Women							
There has been an increase in women elected leaders in the past elections	3.8%	3.8%	18.3%	35.6%	38.5%	4.01	1.04
There has been an increase in women nominated leaders in the past elections	7.7%	0.0%	26.9%	28.8%	36.5%	3.87	1.15
Participation of women in elective positions has increased	3.8%	0.0%	17.3%	45.2%	33.7%	4.05	0.93
Gender Equity							
There are necessary mechanisms put in place to achieve equal representation between men and women	6.7%	18.3%	13.5%	31.7%	29.8%	3.60	1.27
The ratio of women to men elected leaders in Kenya has been growing	3.8%	10.6%	5.8%	41.3%	38.5%	4.00	1.11
Existing policies do affects women from achieving equal representation in elective position	10.6%	18.3%	28.8%	19.2%	23.1%	3.26	1.29
Aggregate Means Score						3.63	1.16

Source: Survey Data (2022)

4.3 Effect of Capacity Building on women leadership in Kenya political elective positions

Both correlation and regression were used to test the effect capacity building on women leadership in Kenya political elective positions. The results in Table 5 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 5: 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 6 show that capacity building explained 10.5% ($R\text{-square}=0.105$) 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 ($f\text{-statistics}=11.92$, $p=0.001$) 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 $p\text{-value}=0.004$. These findings implied that capacity building significantly predicted women leadership in Kenya political elective positions. The finding further confirmed that increasing capacity building would results to 0.284 units increase in women leadership in Kenya political elective positions.

Table 6: 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
ANOVA		Sum of Squares	df	Mean Square	F	Sig.
	Regression	6.593	1	6.593	11.92	.001b
	Residual	56.418	102	0.553		
	Total	63.011	103			
Model Summary		R	R Square	Adjusted R Square	Std. Error of the Estimate	
		.323a	0.105	0.096	0.74372	

a Dependent Variable: women Leadership Inclusion

b Predictors: (Constant), Capacity Building

Source: Survey Data (2022)

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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. Amondi, (2011) 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.

5.0 Conclusion and Recommendations

The study concludes 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. 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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