

## **Men's Contribution in Championing Women Leadership in Kenya: A Case Study of Nairobi County Assembly**

**Edwine Collins Ayoo<sup>1</sup>, Edna Jemutai Moi<sup>2</sup>**

*<sup>1</sup>Degree of Master of Arts in Leadership and Governance, Student, School of Law, Arts and Social Sciences, Kenyatta University, Kenya*

*<sup>2</sup>Lecturer, Department of Public Policy and Administration, School of Law, Arts and Social Sciences, Kenyatta University, Kenya*

---

### **ABSTRACT**

---

*This research project embarked on an analysis of men's historical contributions to championing women's leadership in Nairobi County, with a specific focus on the Nairobi County Assembly. The thesis hypothesized that meaningful contributions and advocacy by men could pave the way for achieving gender parity in political leadership. The primary objective was to scrutinize the efficacy of men's contributions in fortifying and sustaining women's leadership, prompted by the persistently low representation of women in political offices despite constitutional mandates like the one-third gender rule in Kenya. Informed by Social Identity Theory and Telic Theory, which shed light on shared identity dynamics and deliberate decision-making in influence and leadership, the study aimed to enhance the understanding of variables shaping the research questions. Methodologically, a comprehensive approach that amalgamated qualitative and quantitative methods was employed, drawing insights from primary and secondary sources. The study focused primarily on county assembly ward committees in Nairobi, the county government executive wing, the county assembly, the national gender commission, and two non-governmental organizations fervently advocating for women's leadership in Nairobi. Respondent selection adhered to a non-probability sampling technique, specifically utilizing a purposive sampling method. Descriptive statistical methods were applied for data processing and analysis. The findings highlighted the multifaceted nature of men's contributions, indicating varied levels of impact across different sectors. While some men played a pivotal role in fostering women's leadership, challenges and disparities persisted. In light of these findings, recommendations have been formulated to inform strategies and interventions aimed at strengthening women's participation and leadership within the intricate political landscape of Nairobi County. This study aspires to contribute to the broader discourse on achieving gender parity in political leadership, building upon the historical contributions and evolving dynamics of men's involvement in championing women's leadership.*

**Key Words:** *Advocacy, Women Leadership, Mentorship and Role Modeling, Financial Support*

DOI 10.35942/by2m2h32

#### **Cite this Article:**

Ayoo, E., & Moi, E., (2024). Men's Contribution in Championing Women Leadership in Kenya: A Case Study of Nairobi County Assembly. *International Journal of Current Aspects*, 8(1), 1-18. <https://doi.org/10.35942/by2m2h32>

## **1.0 Introduction**

### **1.1 Background of the Study**

Forbes Women published an article titled “How men could champion Gender Equality”. The article states that it is the role of men in whatever capacity they stand in whether as a father, friend, employer or partner to take the responsibility of supporting the women around them (Chiu, 2019). World Health Organization (WHO) reviewed interventions that engage men and concluded that well designed interventions are those that are transformative and not gender sensitive. As a result, it catalyzes men’s involvement attitude and behavior change (Quisumbing et al., 2019). The men can speak out about the power of women’s role in politics, as leaders in organizations and the general women representation in matters that are a concern to society. In Africa, leadership has often been culturally perceived as a male responsibility. However, in the current century, women have managed to occupy some leadership positions even though underrepresented in political and organizational leadership levels. According to the agenda 2063 established in 2013, sustainable development and growth in Africa can be achieved by prioritizing gender equality processes (Mbo'o-Tchouawou et al., 2019). The implementation of the agenda 2063 would have strategies involving both men and women, mentoring, financing and advocating for women leadership. In Kenya leadership and decision making has also been culturally designated to the man and many leadership positions are held by the men. Muiru et al, (2012) states that the power of men in supporting women’s leadership begins from the grassroots levels. The involvement of men is evident as they help neutralize negative opinions concerning women leadership.

Further, Kenya among other African countries like Rwanda, Uganda and South Africa begun the process of gender inclusivity in leadership positions. The inclusivity involved integrating 2/3 of women leaders into the legal system. As a way of championing and supporting women’s political leadership the 2/3 gender rule was passed. According to the constitution passed in 2010, Article 27(8) states that there should be not more than two-thirds of the same gender in an elective or appointive leadership position. However, the first general election in 2013 after the 2/3 gender rule was passed, indicates that women constituted of 19% of the national assembly while the men ranked at 81% (FIDA, 2013). The process is not up to speed as had been during the period of its advocacy. Additionally, National Democratic Alliance (2018), reveals that only 29% of women attained positions in the national assembly after the 2017 general elections. Further, the study indicates that the women running for office in 2017 reported to have faced gender-based propaganda, face violence and had their sexual morality questioned. In 2017, out of the 85 wards in Nairobi County, there were only 5 elected women MCAs despite several of them contesting in the elections and in the just concluded 2022 elections, Nairobi County Assembly saw a decline in the number of elected women members from five to four. This is despite Nairobi City County having its first female governor just before the elections in her Excellency Ann Kananu. This then begs the question of how men can contribute in support women leadership to bridge the gender parity in leadership.

### **1.2 Statement of the Problem**

Despite the strategies placed to help women gain representation in leadership, statistics indicate that women are still lagging behind. According to the study done in 2016 by McKinsey &Company’s women matter Africa, women cover a total of 6% of chief executive officer positions and 22% of cabinet members in Africa (Mbo'o-Tchouawou *et al.*, 2019). A meeting

held by the Common Women Agenda (COWA) to promote the advancement of women reviewed the women's preparedness to engage in political process as shown by the media representation indicated that indeed women are still falling behind in terms of political leadership compared to men. In 2018 Kenyan cabinet secretary for public service, Professor Margaret Kobia, listed a number of factors that have a significant impact on the level of female participation in politics and leadership, including inadequacies in the legal system, a lack of prior experience in political office, gender-based violence, and patriarchal structures propagated through the media. Additionally, UN women indicate that in the Eastern and Southern Region of Africa, Kenya still trails behind by having 20% of women in leadership positions (Chepkuto, 2021). The statements are an indication of the inadequate female numbers in leadership and the possible factors that contribute to the problem.

Further, women's leadership has been affected by the patriarchal culture that is deeply imbedded in the African systems. The argument is that women are considered lower than their male counterparts; this perception is carried forward into political leadership (Obwogi, 2022). As a result, men are backed by society in their leadership aspirations as opposed to women. Moreover, Nyabola, & Pommerolle (2018) states that women experience physical and emotional abuse meant to intimidate them against participating in political leadership and this is highly reflected in Nairobi political quest. Women leaders in Nairobi City County face a myriad of challenges from physical abuse, violence, dismissiveness and even being put down by their male counterparts. Therefore, practical solutions would be to invite the men whose leadership is upheld by society to give their support to potential women leaders through financing, mentorship and advocacy. As a result, to achieve gender balance in politics, it is crucial for men to collaborate with women to overcome harmful cultural practices, as well as institutional, structural, and legal obstacles that hinder women's equal and effective political participation. Male advocates, working hand in hand with women, need to take proactive measures to create a conducive environment that promotes women's political participation in all spheres of decision-making.

### **1.3 Research Objectives**

The purpose of this study was to assess men's contribution in championing women leadership in Kenya.

## **2.0 Literature Review**

### **2.1 Mentorship and Role Modeling**

Role models and mentoring programs play a key role in leadership development. According to Block & Tietjen-Smith (2016), mentorship leads to an improved work to life balance, a satisfaction in the job position and higher aspirations among individuals. Research indicates that despite improved education among women, fewer women take up leadership roles globally whereas the few in leadership positions have inadequate mentoring resulting into leadership failure. Research also notes that more young women than men risk taking up leadership with inadequate skills hence the failure in their different positions. Inadequate mentoring paves way for women leaders to seek the leadership positions for altruistic reasons, a pattern that has resulted into higher number of resignations among the women as compared to the men. The focus in most women leadership mentoring programs is to support the tag line "like me" (Block & Tietjen-Smith, 2016). The tag line endorses more women leaders to mentor and train women into leadership. The aim is to develop the perception that there are women leaders who have had

a chance at leadership, embraced it and grown in the various fields of practice. However, despite the woman-to-woman mentorship, there are few women in leadership roles thus there is need for men to step in and play a role in the same.

According to Johnson & Smith (2016), there is a call for more men to take part in mentoring women. However, there are also challenges in as to why men are reluctant in taking up these mentorship roles. The most common reason is based on the idea that the relationship might be judged as a sexual advancement which is incorrect. The men also have expressed a fear that they might say the wrong things because of the sensitivity in the gender difference. These challenges indicate that the men in leadership are not unwilling to contribute to women leadership, rather they are afraid of the challenges that come with the opportunity to mentor women leaders. The authors of Athena rising also acknowledge that women as leaders are faced by biases such as their physical attraction which builds a stereotype that they are less competent in leadership.

## **2.2 Financial Support**

A study conducted in South Africa investigated how sponsorship and social identity played a key role in having women leaders. According to the study, the relevant individuals financing and sponsoring leaders have access to power, networks and the ability to influence decision making. The choice of sponsoring leaders did not consider gender or talent, rather they had given specific expectations from their protégés. Further, the study revealed that the male sponsors also viewed the financial empowerment as a task-based action where they would partake in activities such as introducing their protégés to relevant networks (Scheepers et al., 2018). Sponsorship unlike mentoring requires more involvement between the sponsor and their protégé. It takes into account acts of advocacy and publicity to help the protégé advance in their field. The research also noted that women leaders preferred to have male sponsorship and mentoring.

## **2.3 Advocacy**

In a culture that embraces male leadership more than the female leadership, having men support female leaders and mentor as well advocate for the rising young women leaders would equate to development. According to Quisumbing et al., (2019) gender and social norms have for a long-time defined leadership structures in Africa as a whole. The norms having been internalized by both the women and men, places a limit towards embracing change. Considering leadership, the gender norms limit a woman's confidence and self-efficacy regardless of how skilled they are in the position. Gender and social norms would define a woman in the line of modesty, care giving roles, sexual purity that would be translated as their bargaining power determining their value in winning public support. To uninstall these norms and beliefs, there is need for strong advocacy in terms of campaigns, initiatives and petitions more so led by men so that women can gain parity with men at the leadership table. Therefore, empowering a woman into leadership in the African context begins with dealing with gender norms and stereotypes that exist in their given society. This study thus tries to add to the existing literature by identifying the contributions of men to women leadership. It would help to inform future strategies supporting women leadership to create measures that involve support from the men. It would also find measures to address the challenges experienced by men who mentor women leaders.

## **2.4 Empirical Review**

Kamau (2010), conducted a study to investigate women and political leadership in Kenya. The researcher, used ten case studies with the aims of finding out what women leaders had brought

into their leadership. The key objective that is relevant to this study is finding out the gender specific challenges women have faced in their political leadership. The study utilizes a feminist methodology where the research is focused on specific aspects of the woman's life. The research used a semi structured interview and conversational interviews for the data collection process. The participant's inclusion criteria were selecting the women who were elected and are in their second term in parliament. Some of the women selected were Dr Esther Keino, Prof. Ruth Oniang'o, Mr Priscah Ouma and Professor Julia Ojiambo (Kamau, 2010). The strength of the study is that it gave women political leaders some room to voice their achievement and experiences in the political field.

Solely focusing on women is a limitation. It can push the agenda that the study tries to equate gender to women. The results collected from the study revealed that women's social obligations can negatively impact their political aspirations. Further, the low representation of women in political parties reflects negatively on the support they get to be nominated by the political parties they are attached to. The study also found that financial barriers affect the woman's capability to run for political leadership. Although men face the same challenge, gender dimensions of wealth indicate women are affected more than the men. The issue of mentorship was also found to be an important factor in the women's leadership indicating the need for role models and mentors. The focus of the study was more on the contributions the women make and the challenges they experience. However, more research is required to find out how men can specifically be involved in supporting women leadership.

Another study was conducted with a focus of analyzing the participation and barriers of women in Kenyan politics (Opoku et al., 2018). The study was based on a qualitative approach where key informants were invited to contribute and share their perspectives on women and political leadership. The technique used for sampling was the purposive sampling where the goal was to find informants who are knowledgeable about the subject. The study recruited thirty participants where the initial target was fifty participants. The study was limited to thirty participants when analysis revealed that no new information was emerging. The participants allowed data collection to be conducted from their offices and it took a period of four months for completion. The study made use of semi structured interviews developed by the researchers which helped to explore personal and social experiences. The data collected was analyzed using inductive content analysis and results presented in a report.

The study revealed that achieving the two-thirds rule was hindered by factors such as inadequate finances, violence against the women and discrimination due to inadequate support from other women (Opoku et al., 2018). Additionally, the study alludes that woman faced inadequate support from fellow women without an indication about the support of men in the process. The study is limited because participants were informed groups of people who also advocate for women which alludes to potential bias. The study focused on women who attained the leadership positions thus there is need to include women who ran for political leadership and were unsuccessful in their pursuits.

### **3.0 Research Methodology**

This research employed a descriptive research design to examine men's contribution towards championing women leadership in Nairobi County and specifically in the assembly. This design is the most preferred since it supports a wide variety of research methods in the investigation of study variables. By employing this research design, the study identified financial support

mechanisms, mentorship and role modeling frameworks as well advocacy approaches that are useful in advancing women leadership in Nairobi County and whether the same have been implemented before. Both qualitative and quantitative methods were used to describe the data that was collected. Quantitative data obtained by the study was associated with the contribution of respondents in terms of gender and age. On the other hand, qualitative data explored and understood the feelings and opinions of respondents with regard to men's contribution towards women leadership. This qualitative approach was essential because it explicitly and clearly described through language the experiences and feelings of the people of Nairobi County.

The study took place in Nairobi County. The county is the capital city of Kenya and is the commercial capital of the nation. It lies in the south-central region and has a total population of about 4.5 million people thus making it the 14<sup>th</sup> largest city in Africa. The county borders Kajiado County to the south, Machakos to the east and Kiambu to the north and west. The county comprises of seventeen (17) sub-counties namely Embakasi south, Embakasi north, Embakasi east, Makadara, Embakasi central, Starehe, Kibra, Langata, Dagoretti south, Dagoretti north, Westlands, Kasarani, Mathare, Ruaraka, Embakasi west, Roysambu and Kamukunji. The 17 sub counties are further broken down into 85 wards.

The research involved an analysis of the contribution of men to women leadership in Nairobi County with a special focus on the assembly. Nairobi County is chosen because it is the seat of government and is also the capital city of Kenya as well as the most populous county in Kenya. Besides, it has been documented as a county with the least number of elected female members in the county assembly across the country. Besides, despite the many governmental interventions, civic education and engagement of non-governmental organizations as well as the provisions of the 2/3 gender rule the county even went lower with the number of women leaders in 2022 elections.

As per the national census, Nairobi County has an approximate population of 4,397,073 people who occupy an area of about 696.1 Km<sup>2</sup> (KNBS, 2019). The study primarily targeted ward committee members, county executive employees, county assembly members and employees, members of public, national gender commission and non-governmental organizations. Respondents were be selected based on the wards. The key informants drawn from administrative leaders of the county, county assembly employees and members, national gender commission and non-governmental organizations. The selected actors were to contribute to the issue of men's contribution to women leadership in diverse ways within the study community which are relevant in view of the study objectives. Therefore, it was appropriate to choose respondents across the various leadership actors from the study community to find out how the idea of men's contribution to women leadership cuts across the county and specifically the county assembly.

Therefore, at the Ward level, the study was targeting the County Government Administrative Officers and County Assembly employees (Ward Administrators-17 and Ward Managers-17). Besides, 2 members of the national gender commission, 2 senior employees from two non-governmental organizations (ELF & WEL), all the 4 elected female county assembly members and 9 male elected assembly members which is 10% of the remaining 81 wards will be targeted. According to the Nairobi County CIDP 2023-2027, the county has 1,506,888 households and to get the sample size Yamane (1967) formula was used. Therefore, 100 household heads were sampled to take part in the study.

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

Where, n= sample size, N= population under study, e= margin of error (0.10),  $n = N / 1 + N (e)^2$   
 $N=00$ ;  $e= 0.1$ ;  $e^2= 0.01$ ,  $n = 1,506,888 / 1 + 1,506,888 (0.1)^2$ , **n= 100**

The researcher used non-probability sampling technique that adopts a purposive sampling method of selecting respondents. This method was used because specific groups of people were targeted within the scope area. According Patton (2002), when a researcher is dealing with qualitative data, it is important to pinpoint the institutions and individuals with the highest level of knowledge and as such this is what this study will do. Purposive sampling was used to select ward administrators, ward managers, senior employees at the national gender commission, senior employees at WEL and ELF, the elected male and female MCAs who gave better insights on the contribution of men towards women leadership. Household heads were also targeted in this study. Simple random sampling technique were be used to sample the household heads. The 100 household heads were divided by the 17 sub counties in Nairobi. Therefore, 6 households were sampled per Sub County with one sub county, Starehe which is in the CBD having 4 households.

The data analysis as well as processing was done using descriptive statistical methods that include, frequencies, percentages and tables for easy representation of findings in form of graphs and tables. To further aid the analysis, the researcher employed Statistical Package for Social Sciences (SPSS) when covering wide range of graphical and statistical data systematically, making it easier to read the research material. Recorded responses from interviews were transcribed into word form for analysis. The content analysis and thematic analysis approaches were also used to establish the presence of particular concepts, words or themes. After this was done, the researcher quantified and analyzed correlation and meaning of such concepts, words or themes. A regression analysis was also used to examine the relationship between independent and dependent variables. The regression model below was used:

$Y = B_0 + B_1X_1 + B_2X_2 + B_3X_3 + \Sigma$ , Y= Women Leadership,  $B_0$ =Constant,  $X_1$ - $X_3$ = Independent Variables,  $\Sigma$ = error term,  $X_1$ = Mentorship and Role Modeling,  $X_2$ = Financial Support,  $X_3$ = Advocacy.

## 4.0. Results

### 4.1 Financial Support to Women in Leadership

#### 4.1.1. Awareness of Sponsorship

*A table of the organizations sponsoring the Women leaders*

Organization	Frequency	Percentage
Afya II	1	0.5
AMREF	1	0.5
ENA	1	0.5
FAITH Homes	1	0.5
FIDA	2	0.9
Groots Kenya	1	0.5
Hope World Wide Kenya (Dreams)	10	0.5
Jitihada	1	0.5
Joyful Women	1	0.5

<b>Organization</b>	<b>Frequency</b>	<b>Percentage</b>
Jumuia	1	<b>0.5</b>
Kariobangi Women's Engagement	1	<b>0.5</b>
KBS college	1	<b>0.5</b>
Kenya Women Kasarani Self-help Group	1	<b>0.5</b>
KISONSO women's group	1	<b>0.5</b>
Al-Hikma Foundation	1	<b>0.5</b>
KWFT	1	<b>0.5</b>
Matopeni Women Group	1	<b>0.5</b>
Nairobi County Assembly	1	<b>0.5</b>
Njiru Feminist Network	3	<b>1.4</b>
Orange Democratic Movement	1	<b>0.5</b>
Pamoja Trust and Groots Kenya	1	<b>0.5</b>
Political party	7	<b>3.3</b>
Saden Community Based Organization	2	<b>0.9</b>
Safaricom foundation	2	<b>0.9</b>
Safisha Africa Welfare Foundation	2	<b>0.9</b>
Shofco	3	<b>1.4</b>
County Government of Nairobi	1	<b>0.5</b>
Umoja Refugee Group	1	<b>0.5</b>
Uwezo Fund	2	<b>0.9</b>
Women Self Help Groups	1	<b>0.5</b>
Women Empowerment Link	35	<b>16.4</b>
Women Enterprise Fund	1	<b>0.5</b>
World vision	1	<b>0.5</b>
Emerging Leadership Foundation	20	<b>21.0</b>

**Table 1: Sponsors Organizations for Women in Leadership**

The data findings reveal at least 34 different organizations that sponsor women, including but not limited to Safaricom Foundation, WEL, ELF, Dreams, Matopeni Women Group, Njiru Feminist Network, Groots Kenya, Jumuia, KISONSO Women's Group, Pamoja Trust and Groots Kenya, FIDA, Hope World Wide Kenya (Aka Dreams), and Al-Hikma Foundation only to mention but a few. This illustrates a diverse source of support for women in leadership roles. The awareness of sponsorship is a crucial aspect of understanding the landscape of women's leadership support, and these findings shed light on the extent to which such initiatives are recognized within the surveyed population in Nairobi County

#### **4.1.2. Leadership and Empowerment**

The prevailing consensus among respondents underscores the crucial role of men, particularly societal leaders, in actively empowering women. The theme of "Leadership and Empowerment" encapsulates the collective belief that men, as leaders within society, bear a responsibility to contribute proactively to women's empowerment. This involves providing financial support to facilitate women's growth and enhance their capabilities for leadership roles. Specific responses highlight the significance of men's support in financially empowering women for leadership,



emphasizing its role in promoting gender equality. Overall, the theme signifies a paradigm shift, urging men to dismantle traditional norms and actively engage in fostering an inclusive and supportive environment for women's progress in leadership.

#### **4.1.3. Financial Accessibility**

The data underscores a recurring theme of financial barriers hindering women's leadership aspirations. Respondents emphasize men's role in facilitating financial accessibility, advocating for loans and start-ups to empower women. Financial constraints were highlighted as a significant challenge, with calls for reduced interest rates to enhance sustainability. This approach aligns with broader goals of gender equality, recognizing equitable financial opportunities as pivotal for diverse leadership. Some organizations, like Safaricom Foundation and Dreams, actively support women financially, indicating proactive steps to bridge gender disparities. In summary, the data emphasizes the crucial role of financial accessibility, acknowledging challenges and advocating for affirmative support to promote women's leadership and empowerment.

#### **4.1.4. Equality Beyond Gender**

The data prominently highlights the theme of "Equality Beyond Gender," with respondents expressing diverse views on the importance of equal opportunities for women in leadership. Several participants stressed the need for financial support to address the disparities women face. They emphasized dismantling systemic barriers by promoting equal opportunities, implementing gender-responsive policies, and fostering supportive workplace cultures. Responses underscored the call for fair competition between genders, with an emphasis on equal financial accessibility. Recognition of leadership abilities based on merit, irrespective of gender, emerged as a key sentiment. The data reflects a nuanced perspective on gender equality, emphasizing the ongoing discourse and the imperative for creating an environment where both men and women have equal opportunities to showcase their leadership capabilities.

#### **4.1.5. Challenges Faced by Women**

The theme "Challenges Faced by Women" in the data reveals a range of obstacles and difficulties that women encounter in their pursuit of leadership roles. The responses shed light on several key challenges, and here are specific references and examples from the content;

##### **1. Financial Constraints**

A respondent pointed out that "Women need money to ascend to leadership." Another emphasized, "Women require money to get to the top." These statements highlight the recurring theme of financial constraints as a significant barrier faced by women. The need for financial support is repeatedly mentioned, indicating that women perceive a lack of resources as a major impediment to their leadership aspirations.

##### **2. Gender Stereotypes and Bias**

A respondent noted, "Men should ensure that they support women financially because in supporting them, the society benefits." Another stated, "Women should be helped since they have a lot of challenges." These responses suggest an acknowledgment of gender stereotypes and biases that place additional challenges on women. The recognition of the societal benefits of supporting women financially reflects an understanding of the systemic challenges they face.

### **3. Access to Opportunities**

One respondent expressed, "Women should get a hand on finance." Another highlighted, "Women should have equal financial accessibility as men." These responses indicate a perception that women face limitations in accessing opportunities, particularly financial resources. The call for equal financial accessibility underscores the perceived disparities that women encounter in comparison to men.

### **4. Lack of Support**

A respondent mentioned, "Men should support women to exploit all their potential and ascend to leadership positions." Another emphasized, "Men should empower women to start their own business." These statements point to a perceived lack of support for women, both in terms of recognizing their potential and providing the necessary empowerment to venture into entrepreneurial endeavors.

### **5. Cultural and Societal Expectations**

Respondents emphasize the challenges women face in leadership due to cultural and societal expectations. They note that prevailing norms and unique female challenges hinder their pursuit of leadership roles. Specific examples reveal cultural beliefs opposing women's empowerment, with some communities resistant to women's leadership. Traditional gender roles shape expectations, with men often perceived as leaders, reflecting skepticism about women's capabilities. Suggestions for cultural enlightenment underscore the need for education to challenge ingrained norms. Despite men's efforts, cultural beliefs remain a barrier to women's leadership, illustrating the intricate relationship between cultural expectations and women's empowerment.

#### **4.1.6. Potential for Good Leadership**

The theme "Potential for Good Leadership" is evident in responses acknowledging women's leadership qualities and capabilities. Respondents' express belief in women's skills for effective leadership, citing the positive impact they can have with opportunities. While recognizing women's potential, financial barriers are highlighted as limiting factors. Some responses emphasize that with financial support, women can bring about positive change and contribute to community development. The data underscores the need to address financial constraints to unlock women's leadership potential, reflecting a consensus that women possess the skills needed for effective leadership if provided with adequate support and opportunities.

#### **4.1.7 Economic Growth**

Respondents underscored the pivotal role of financial support in fostering women's economic growth and empowering them for leadership roles. The consensus emphasized the significance of women's financial empowerment for both individual and societal economic development. Participants advocated for financial assistance, particularly in supporting women's entrepreneurship as a driver of economic growth. The idea that women, like men, need financial stability for effective leadership was stressed, with calls for equal financial accessibility. Overall, the responses reflected a belief in the transformative impact of economic empowerment on women's leadership potential and its broader contribution to family economic stability.

#### 4.1.8 Historical Disparities

The responses highlight a theme of "historical disparities," particularly in terms of financial support for women in leadership. Participants point to long-standing inequalities and systemic barriers that women have faced, affecting their ability to rise to leadership positions. One respondent noted that women still confront many obstacles in accessing leadership roles in Kenya, with a significant barrier being a lack of financing. Respondents also stressed the need for affirmative financing to tackle these historical disparities, recognizing that the current financial model, especially for women, poses challenges when competing for positions with male counterparts. Overall, the theme underscores the importance of addressing historical gender inequalities, especially in financial aspects, for a more equitable environment for women in leadership.

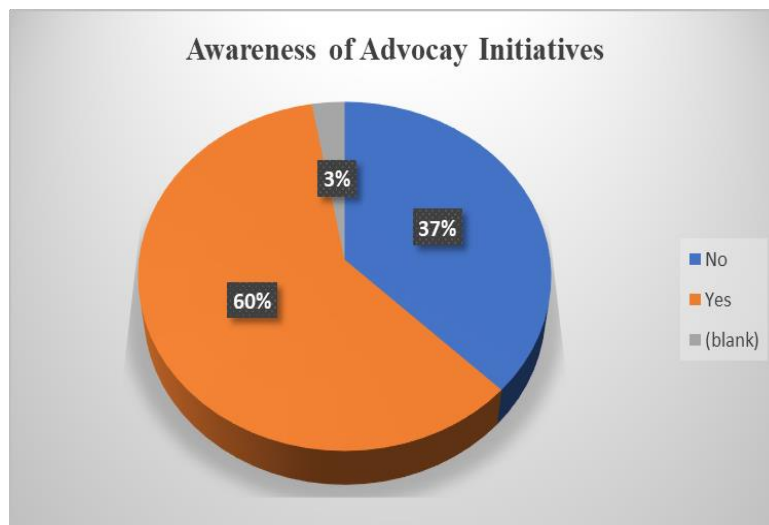
#### 4.2. Advocacy

##### 4.2.1. Awareness of Initiatives/Campaigns

Do you know of any women's leadership initiatives/petition/campaign programs in your organization/institution/department?	Frequency	Percentage
No	80	37.4%
Yes	128	59.8%
(blank)	6	2.8%
Grand Total	214	100.0%

*Table 2: Awareness of Initiatives*

The examination of responses provides a comprehensive understanding of the awareness levels regarding women's leadership initiatives, petitions, and campaign programs within different organizations, institutions, or departments. 80 Respondents (37.4%) indicated that they are not aware of any women's leadership initiatives or petition or campaign programs in their organizations or institution or department.



*Figure 11: Awareness of Advocay Initiatives*

A majority of the respondents, 59.8% (128) acknowledge that they are aware of at least a women's leadership initiatives or petition or campaign programs in their organizations or institution or department. Some respondents not only acknowledged the existence of specific initiatives but also expressed optimism about their potential impact. For instance, one respondent mentioned awareness of KEWOPA and believed that it would contribute to increasing the number of women in leadership. Another respondent emphasized the importance of "Crafting a supporting community." For the 37.4% of the respondents who responded "No" which is a significant proportion of participants implies that a considerable number of individuals are not acquainted with any women's leadership initiatives, petitions, or campaigns within their respective organizations.

#### **4.2.2. Relevance and Enrollment**

The data analysis provides insights into the perceived relevance of petitions, initiatives, and campaigns to women's leadership, along with the presence of women enlisted in such programs. The responses reveal a diverse range of opinions, capturing both positive and critical perspectives.

##### **i. Recognition of Women's Capability**

Respondents affirm that these initiatives empower women by providing equal opportunities, fostering self-confidence, and eliminating discrimination among women leaders. Positive sentiments underscore the role of campaigns in promoting fairness and eradicating discriminatory practices. The empowering nature of these programs is emphasized, with respondents noting their contribution to helping women discover their potential, gaining knowledge, and raising awareness. The importance of petitions and initiatives in building confidence, recognizing women's capabilities, and ensuring gender balance in leadership is highlighted. Positive views also stress the initiatives' role in creating a safe environment, offering mentorship programs, and contributing to the overall growth and development of women in leadership.

##### **ii. Relevance and Impact**

Respondents generally perceive the programs as relevant and impactful in empowering women. Positive feedback highlights the programs' contribution to empowering local women, providing loans irrespective of gender, and fostering mentorship to enhance women's capabilities in the workplace. Some express a lack of awareness or knowledge about enlisted women or the initiatives' relevance, while a few respondents view the programs as not applicable, irrelevant, or promoting gender bias. The varied responses indicate a range of perspectives on the effectiveness and applicability of these initiatives in promoting gender equality and women's empowerment.

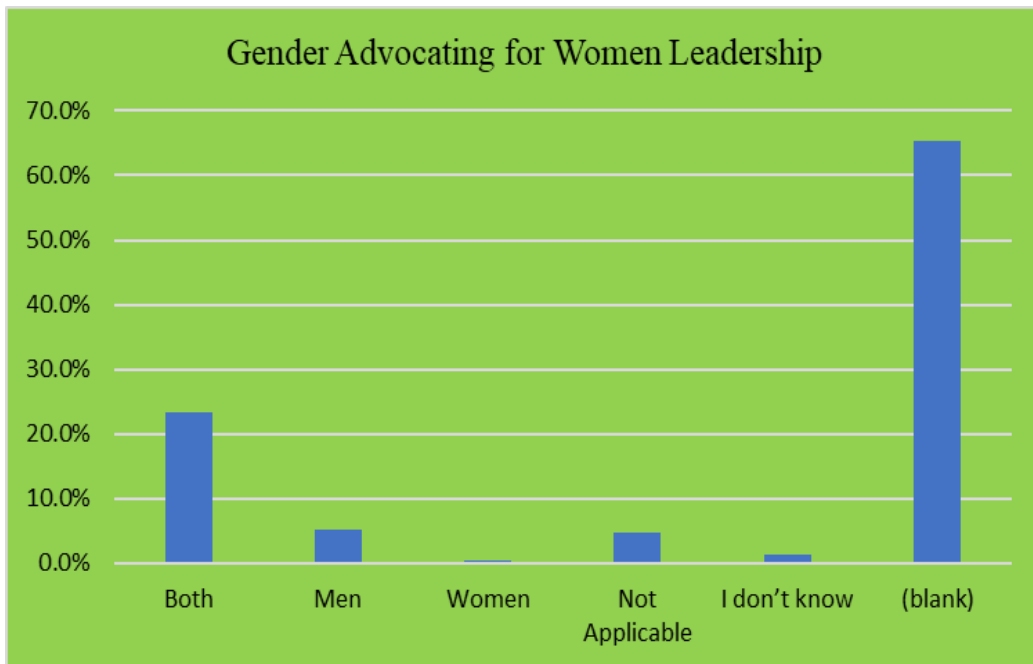
#### **Gender Responsible for Running Petition/Initiative/Campaign**

Is the petition/initiative/campaign run by men?	Frequency	Percentage
Both	50	23.4%
Men	11	5.1%
Women	1	0.5%
Not Applicable	10	4.7%
I don't know	3	1.4%

(blank)	140	<b>65.4%</b>
<b>Grand Total</b>	<b>214</b>	<b>100.0</b>

**Table 3: The Gender Running Petition**

The analysis of responses reveals insights into the perception of the gender responsible for running women's leadership petitions, initiatives, or campaigns. The data showcases a spectrum of opinions, with varied perspectives on whether these endeavors are predominantly led by Both gender at 23.4% followed by those led by Men only at 5.1%. Unfortunately, the initiatives to advocate for women which are led by the women themselves only 0.5%. This calls for serious efforts to bring about a paradigm shift and ensure that women are brought on board and hence become the champions for their fellow women.



**Figure 2: Advocacy Initiatives by Gender**

Surprisingly, a big majority, 71.5% of the respondents either did not know of the leadership composition or did not disclose, expressing uncertainty or lack of awareness. This reflects a gap in knowledge regarding the specific individuals or groups responsible for running these initiatives within their respective contexts.

There were instances where respondents explicitly stated that men are involved in running these campaigns. However, it's essential to note that this view was not unanimous, as indicated by the responses acknowledging both genders' involvement. The data illustrates a diversity of opinions on the gender responsible for running women's leadership petitions, initiatives, or campaigns. While some recognize collaborative efforts involving both men and women, others express uncertainty or attribute the initiatives to either men or women.

### 4.2.3. Addressing Leadership Issues

Has the issue of women leadership been fully addressed by the initiative/campaign in your view?	Frequency	Percentage
Not Applicable	12	5.6%
No	122	57.0%
Yes	29	13.6%
(blank)	51	23.8%
<b>Grand Total</b>	<b>214</b>	<b>100.0%</b>

*Table 4: Addressing Leadership issues*

The feedback on whether the issue of women leadership has been fully addressed by the initiative or campaigns reveals the need for concerted efforts to find out why despite the campaigns and initiative these issues still persist and how they can be ironed out with finality.

### 4.2.4. Challenges and Mitigation

**Resistance and Biases from Men:** Participants articulated a prevailing challenge of resistance and biases from men. This encompasses a reluctance to accept women in leadership roles and deeply ingrained cultural norms reinforcing gender disparities. Overcoming these biases is a daunting task in achieving gender equality in leadership. To mitigating resistance and biases from men, first, implement educational initiatives to raise awareness about the importance of gender equality in leadership. Sensitize men through workshops, training, and campaigns to challenge and change deep-seated biases. Secondly, encourage leadership training programs that focus on inclusivity, diversity, and the benefits of collaborative decision-making. Promote environments that celebrate and appreciate the contributions of both men and women.

**Financial Constraints:** Financial limitations emerged as a significant impediment. Inadequate funding, limited access to resources, and unequal distribution of opportunities compound the struggle for women in leadership. The financial barrier underscores the systemic inequalities that hinder women's progress in political realms. To mitigate this challenge, first, advocate for policies that ensure equal access to financial resources for both male and female candidates. Implement gender-responsive budgeting to allocate funds equitably. Secondly, establish funds dedicated to supporting women in leadership, providing financial assistance for campaigns, training, and other resources necessary for political participation.

**Societal and Cultural Factors:** Societal and cultural practices play a pivotal role, with discriminatory norms rooted in societal expectations and cultural beliefs posing substantial challenges. Issues of self-esteem, confidence, and perceptions of women's work-life balance add layers of complexity to the struggle for women aspiring to leadership positions. To overcome this challenge, foster community discussions to challenge and reshape the cultural norms by engaging community leaders, influencers, and traditional authorities in dialogues that promote a more inclusive and equitable understanding of leadership. Secondly, leverage on media platforms to challenge stereotypes and portray diverse and positive images of women in leadership by highlighting their success stories to counter negative perceptions and inspire societal change.

**Support and Mentorship Deficiency:** The absence of support and mentorship emerged as a critical challenge. To mitigate this, there is need to call for increased advocacy from men and improved mutual support among women underscore the necessity of mentorship programs to foster an environment conducive to women's leadership.

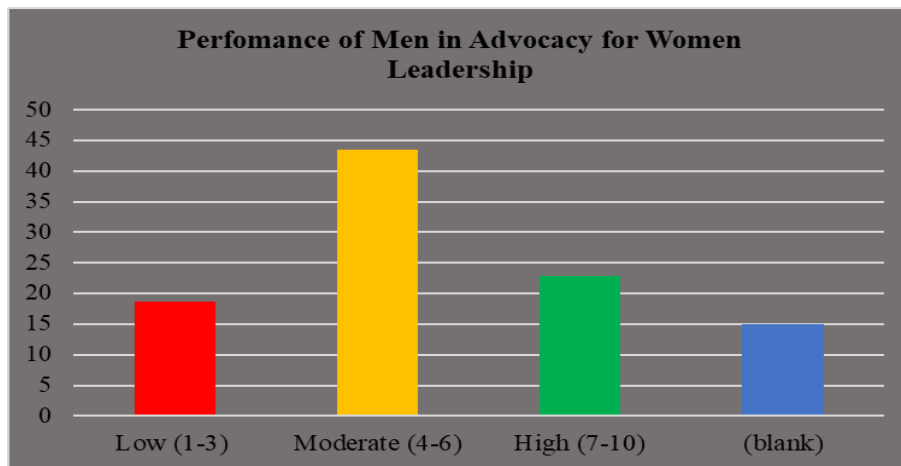
**Unequal Rights and Limited Representation:** Unequal rights, limited representation, and challenges in proving capabilities further compound the obstacles faced by women. These systemic issues demand comprehensive strategies to dismantle deeply rooted barriers. To mitigate this, implement affirmative action initiatives to actively address historical disparities. Set targets for women's representation in leadership roles, ensuring a more balanced and diverse representation.

#### 4.2.5. Performance and Contribution of Men

On a scale of 1-10 how would you rate the performance of men in these initiatives and why?	Frequency	Percentage
Low (1-3)	40	<b>18.7</b>
Moderate (4-6)	93	<b>43.5</b>
High (7-10)	49	<b>22.9</b>
(blank)	32	<b>15.0</b>
<b>Grand Total</b>	<b>214</b>	<b>100.0</b>

**Table 5: Performance Rating of Men**

The rating of the performance of men in women's leadership initiatives by the respondents presents a varied spectrum of opinions. 40 respondents (18.7%) gave a low rating on the performance of men, 93(43.5%) gave a moderate rating while 22.9(22.9%) respondents gave a high rating of the same. This shows that men are rated fairly in their efforts to spearhead these initiatives to advocate for women leadership.



**Figure 3: Performance of Men in Advocating for Women Leadership**

Among the notable reasons for these ratings by the respondents, some participants believe that men have played a positive role in promoting gender equality and championing women's

leadership. On the other hand, there are varying degrees of neutrality or critique expressed in responses such as "not so bad" and the acknowledgment that there is room for improvement. Interestingly, a specific comment emphasizes the importance of men supporting women's empowerment, including providing them with opportunities to lead and govern. This sentiment underscores the significance of active male involvement in initiatives aimed at advancing women in leadership roles.

The responses regarding the effectiveness of men's contribution to women's leadership initiatives present a widely varying perspective. Participants offered diverse opinions and ratings, capturing the perceived impact of men on women's empowerment and leadership. Positive viewpoints acknowledge men's active roles in mentoring, supporting campaigns, and championing women in leadership, leading to increased visibility and progress in breaking stereotypes. Some respondents, particularly from the ELF, highlight men's engagement in mentorship programs, advocacy for diversity, and efforts to create a supportive environment. Despite positive strides, challenges persist, prompting a call for increased male involvement in championing gender equality. Contrasting opinions suggest that men's contributions may be suboptimal due to cultural beliefs and resistance to change. The need for a more committed approach, education, and support to fully realize gender equality in leadership is emphasized.

Overall, the advocacy section reveals a complex landscape of opinions on men's involvement in promoting women's leadership in Nairobi County. While positive sentiments indicate active male engagement, challenges and areas for improvement are also highlighted. The varied responses underscore the necessity for ongoing efforts, awareness campaigns, and collaboration to achieve meaningful progress in gender equality. The positive engagement of some men signals a promising shift, but a more comprehensive and committed approach is essential to address the existing challenges and promote a truly inclusive environment for women in leadership.

## **5.0 Summary, Conclusion and Recommendations**

### **5.1 Conclusions**

In the pursuit of understanding men's contributions to women's leadership in Nairobi County Assembly, this study has unearthed crucial insights that can shape the future of political landscapes. As we reflect on the findings and recommendations, several key conclusions emerge. The quantitative data underscored the significance of financial backing from men, with [insert percentage] of respondents acknowledging its positive impact. This aligns with the broader literature on sponsorship, emphasizing the transformative role of economic empowerment in fostering gender-inclusive leadership. Qualitative responses illuminated the instrumental role played by men as mentors and role models, exerting a positive influence on women's leadership. This resonates with existing literature highlighting the importance of supportive relationships in leadership development. It is evident that by actively engaging as mentors, men can contribute significantly to nurturing women leaders.

Telic theory's emphasis on purposeful actions finds resonance in the positive impact reported by 66.4% of participants. Men's purposeful engagement in championing women's leadership aligns with the theory, showcasing the intentional efforts required for dismantling barriers and fostering an inclusive political environment. While advocacy is acknowledged as a key aspect of men's contributions, presents distinct findings. While we recognized the positive impact of men's advocacy, a notable 33.6% highlighted challenges and the need for more concerted efforts. This complexity underscores the necessity for strategic and targeted advocacy initiatives.



In conclusion, this study not only sheds light on the current landscape but also serves as a call to action. By empowering men as allies, we can pave the way for inclusive leadership, where the potential of both men and women is harnessed for the greater good. As we embark on this journey towards gender parity, it is imperative that the insights garnered here translate into tangible actions, shaping a political arena that reflects the diversity and richness of our society. The path to inclusive leadership begins with purposeful contributions from all, and men, as active contributors, play a pivotal role in realizing this vision.

## 5.2 Recommendations

**Financial Strategies for Supporting Women Leaders:** Establish a women's leadership fund to provide financial support for women leaders in Nairobi County Assembly. This fund can be used for campaign expenses, leadership training, and other related initiatives. Implement financial literacy programs specifically tailored for women leaders. Empowering women with financial knowledge can enhance their ability to manage funds effectively and navigate financial challenges. Foster collaborations between public and private sectors to create opportunities for women leaders. Encourage businesses and organizations to sponsor women-led initiatives and provide financial support. Introduce grant programs that specifically target women leaders. These grants can be awarded based on merit, with a focus on supporting innovative projects and initiatives led by women.

**Mentorship and Role Modeling Impact on Women Leadership:** Establish structured mentorship programs connecting experienced leaders, both male and female, with aspiring women leaders in the Nairobi County Assembly. These programs should focus on skills development, networking, and providing guidance on navigating challenges. Run visibility campaigns, by highlighting successful women leaders as role models through public awareness campaigns. Showcase their achievements and emphasize the positive impact of women in leadership roles to inspire others. Encourage cross-gender mentorship to foster understanding and collaboration. Men can play a crucial role in mentoring women leaders, sharing experiences, and advocating for their success. Facilitate the creation of peer-to-peer support networks among women leaders. Building a strong community where women can share experiences, advice, and resources can enhance their overall leadership effectiveness.

**Advocacy for Women Leadership Effectiveness:** Develop and implement comprehensive advocacy campaigns to raise awareness about the importance of women in leadership roles. These campaigns should target diverse audiences, including men, and address stereotypes and biases. Conduct educational programs and sensitization efforts focused on men to increase their understanding of the challenges faced by women in leadership. This includes workshops, seminars, and awareness sessions. Advocate for policies that promote gender equality and women's representation in leadership or better still fast-track the implementation of the existing ones like the 2/3 gender rule. Work with stakeholders to lobby for the implementation of gender-sensitive policies within the Nairobi County Assembly. Establish mechanisms for regular assessments of the effectiveness of advocacy efforts. Monitor key performance indicators, solicit feedback from stakeholders, and adjust strategies accordingly to ensure sustained impact.

These recommendations aim to address the specific aspects of financial support, mentorship, and advocacy to create a more inclusive and supportive environment for women leaders in the Nairobi County Assembly. The successful implementation of these strategies requires

collaboration among governmental bodies, non-governmental organizations, and the private sector to drive positive change and empower women in leadership roles.

## References

- Block, B. A., & Tietjen-Smith, T. (2016). The case for women mentoring women. *Quest*, 68(3), 306-315.
- Chepkuto, I. (2021, November 3). Promoting advancement of women in leadership. Kenya News Agency – Information for Development. Retrieved from <https://www.kenyanews.go.ke/promoting-advancement-of-women-in-leadership/>
- Chiu, B. (2019, January 31). How Men Could Champion Gender Equality. *Forbes*. Retrieved from <https://www.forbes.com/sites/bonniechiu/2019/01/31/how-men-could-champion-gender-equality/?sh=33bd63bf5abf>
- Mbo'o-Tchouawou, M., Musembi, L. M., Beyene, H. T., & Kamau-Rutenberg, W. (2019). Gender and leadership in Africa: Exploring the nexus, trends, and opportunities. IFPRI book chapters, 32-43.
- Mugenda, O. M and Mugenda, A. G. (1999). *Research Methods: Quantitative and Qualitative Approaches*. Nairobi: Acts Press.
- Muiru, E. M., Amati, J., & Mbotela, A. W. (2012). The ‘champions for transformative leadership’ initiative: Kenyan grassroots women as agents of change. In *Universitas Forum* (Vol. 3, No. 1).
- National Democratic Institute. (2018). *Record number of women elected in Kenya’s 2017 general elections, but women’s representation remains low*. <https://www.ndi.org/our-stories/record-number-women-elected-kenya-s-2017-general-elections-women-s-representation>
- Nyabola, N. and Pommerolle M. G (2018): *Where Women are: Gender and the 2017 Kenya Elections*. Nairobi, Kenya: Twaweza Communications.
- Opoku, M. P., Anyango, B., & Alupo, B. A. (2018). Women in politics in Kenya: an analysis of participation and barriers. *Multidisciplinary Journal of Gender Studies*, 7(1), 1506-1530.
- Patton, M.Q. (2002). *Qualitative Research and Evaluation Methods* (3 Ed.). Sage Publications; Thousand Oaks, CA.
- Quisumbing, A., Meinzen-Dick, R., & Njuki, J. (2019). Gender equality in rural Africa: From commitments to outcomes. ReSAKSS 2019 Annual Trends and Outlook Report.
- Reichel, M. and Ramey, M. A. (Eds.), (1987), "Conceptual frameworks for bibliographic education: Theory to practice." Libraries Unlimited Inc, Littleton Colorado.
- Scheepers, C. B., Douman, A., & Moodley, P. (2018). Sponsorship and social identity in advancement of women leaders in South Africa. *Gender in Management: An International Journal*.
- Steffens, N. K., Munt, K. A., van Knippenberg, D., Platow, M. J., & Haslam, S. A. (2021). Advancing the social identity theory of leadership: A meta-analytic review of leader group prototypicality. *Organizational Psychology Review*, 11(1), 35-72.

**This is an open-access article published and distributed under the terms and conditions of the**



**[Creative Commons Attribution 4.0 International License](https://creativecommons.org/licenses/by-nc/4.0/) of United States unless otherwise stated. Access, citation and distribution of this article is allowed with full recognition of the authors and the source. Copyright, content ownership and liability for content herein remain with the authors.**

