

**GENDER BASED DISCRIMINATION AND SOCIO-ECONOMIC
DUTIES IN KENYA A CASE STUDY OF
BUNGOMA DISTRICT**

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In Partial Fulfillment of the Requirements for the Degree of
Master of Conflict Resolution and
Peace Building

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"This Thesis is my original work and has not been presented for a Degree or any other academic award in any University or Institution of Learning".

Name and Signature of Candidate

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"I/We confirm that the work reported in this dissertation was carried out by the candidate under my/our supervision".

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This dissertation entitled " Gender Based Discrimination And Socio-Economic Duties In Kenya A Case Study Of Bungoma District " prepared and submitted by Olooko Nancy in partial fulfillment of the requirements for the degree of Master of Conflict Resolution and Peace Building has been examined and approved by the panel on oral examination with a grade of PASSED.

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DEDICATION

This thesis is heartily dedicated to my beloved husband and my parents for their role in instilling in me a sense of purpose.

ACKNOWLEDGEMENT

The work herein would have been impossible to accomplish, but I thank God for giving me a healthy body and mind. My parents Mr. Olooko for his unrivalled quest for upper hand in education, I owe you a lot and your support was not in vain.

Special thanks goes to my supervisor Dr. Charles Anyama, who left the door open whenever I needed help and guidance, may God slower your professional path.

My relatives and friends who helped inspire me; I duly salute your effort

May God bless you abundantly.

Thank you.

Nancy Dinah Olooko

ABSTRACT

The study was about gender based discrimination and socio-economic duties in Kenya a case study of Bungoma district. The objective of the study was to establish efforts that have been put together to overcome such discriminations and the significant steps women victims have initiated to address discriminations in all spheres. The study used both qualitative and quantitative research design and the questionnaires being asked revolved around the causes (factors) leading to wider gap indiscrimination of women, the effects and the safeguarding quality methods that has been instilled. The research revealed that the main factors leading to gender discriminations was mainly due to control and access to research, exploitation of women by men, devaluation of women integrity and differential in the rationale , which summed up to gender violence in Bungoma District (Kenya). The cultural effects on judicial laws and the structural hierarchy challenges, threatened the status quo of women, the situational analysis reflected the entrenchment of human rights. The study therefore recommended that the victims should learn from the past culture of being used as sexual objects and focus towards the culture that is free from oppressions. The victims should establish a link between the past, present and the future as they voice their expectations which should be more powerful than the circumstance that surrounds that they should package the grievances in executive summary as they work for the best fit alternative for their status quo. For the government, there was need to put checks and balances that indicates, reduction of hostilities in the communities through cascade principles that determines the transformation model of a major shift from the old cultural comfort zones to the inner operational or working zones that gives deliverances to its people. The government of Kenya should use the life cycle advisers to identify the risks and gaps through their mission, vision and value ethics. For the NGOs, should formulate standards that are universal and ratify the fundamental of human rights. They should interlink the holistic perspectives that underscore gender issue. The government of Kenya should realize that the hierarchical basic needs of gender goes beyond food, water and shelter; the pyramid includes; safety, security, identity, culture destructive justice and participation in the legal framework. There was need therefore to reduce frustrating goals, reconstruction of social environments, ideologies anti-radicals and private gains in order to increase the moral values of gender group through control safety measures. No country or part of the world is immune to the costs of violence, even though investing resources in it might cost much, especially in the prevention stage , the enormous dividends , both to the society and the Nation is very high in terms of turn-up ratios.

ABBREVIATIONS

PFA	:	Platform of Action
NGO	:	Non Governmental Organization
UNICEF	:	United Nation Children Education Fund
UNIDF	:	United Nation Development Fund for women
UNHCR	:	United Nations Development Fund for Refugees
ESCR	:	Female Genetically Cuttings
PDHRE	:	Peoples Movements for Human Rights Education
CEDAW	:	Convention on the Elimination Discrimination Against Women.
GAD	:	Gender and Development.
UNDP	:	United Nations Development Assistant Frame Work.
UNP	:	United Nations Education Scientific and Cultural Organization.
ADR	:	Assessment of Development Results
UNV	:	United Nations Volunteers.
APR	:	Annual Project Reports.
AWP	:	Annual Work Plan
DAC	:	Development Assistant Committee.
UNCDF	:	United Nations Capital Development Fund.
CDF	:	Constituency Development Fund
CLAN	:	Children Legal Aid Net work
COVAW	:	Coalition on Violence Against Women
CSO	:	Civil Society Organization
DFID	:	Department For International Development
GDP	:	Cross Domestic Product
IGA	:	Income Generating Activities
LATF	:	Local Authority Services

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CHAPTER ONE

THE PROBLEM AND ITS SCOPE

Background of the Study

Understanding gender based violence has continued to be a major social economic and developmental challenge worldwide with reaching ramifications for men, women, children and the society as a whole. Although gender based violence is repatriated against both men and women, it is undisputable that women bear the brunt of this vice so much that has in the past become a syndrome (Charles : Social Inequality 2008).

The principal characteristics of gender violence are that, it occurs against women precisely because of their status. It involves power imbalance, where mostly men are the perpetrators' and women are the victims. In this research, various causes and effects will be explored (Massey Douglas: Categorically Unequal 2007)

The socialization of men makes them more aggressive, powerful, an emotional, and dominant over their women counterparts (women Population Reports 1999).The orientation of culture on the shared believes within a sub culture helps define the limit of tolerable behavior to the extent that the society values violence as normal or legitimate or functional behavior. Attitudes of gender in equality are deeply embedded in cultural norms (Geneva violence at work 1988).Gender based violence therefore cuts across social economic boundaries.

The reason behind gender violence is rooted in to negative cultural beliefs and practices as well as unhealthy societal norms. In

the last few months Kenya has witnessed changing gender based violence trends with a number of reported cases of men being assaulted by their domestic wives, particularly in the central part of Kenya. It has not been clear whether this is a new phenomenon or it is just a case of men breaking the silence on Gender based violence (Amnesty International Report 2002).

The cases of gender based violence in men have been a discussion in the media, news, and even on the streets. Although some of the discussion reflected a balanced analysis of the problems, most of them were misinformation and a clear lack of understanding of the root causes. Indeed some of the utterances could only serve as aggravates to the problem instead of helping come out with the solutions (Women Development Magazines 2000).

It is against this background the researcher will want to know the root causes of gender violence, situating it within the context of culture, masculinity and feminists. The researcher seeks to bring out the power dynamics round gender based violence's and explores the issues as the problem of the society and not that of women or men. Hopeful the researcher will illicit strategies that can be used to combat this vice that threatens to tear apart the families which are the foundation of the society (Goldin : The Quite Revolutionary that Transforms Women, 2002)

The problem of violence against women in Kenya has to be understood within historical and cultural context. Traditionally, patriarchal domination has been the norm and men have been recognized as having a right to Chester their wives. Female members of the households were also subjected to male supremacy, which was

enforced through violence. Third parties were however not allowed to exercise any violence on women and would be punished for it. Moreover, domestic chastising was regulated in that the husband was not allowed to cause physical impairment that would disable the woman from performing their functions in the home (International Committee of Red Cross 1991).

The redress organ of the community has to investigate the matter to ensure that women were not violated without cause. This system was facilitated to ensure that marriage was not an affair between two individuals, but represented familial and clan ties. Stability of the family was therefore a concern of wider clientele than parties to the marriage in the communities (Rosario; Market Success of female Autonomy 2000)

During Colonial rule, they attempted the introduction of new economic and social structures, which disrupted this state of affairs. The males moved from their societal setting to search for work outside the community hence leaving women more vulnerable. Family and society ties weakened and people became less interested in what was happening to the members of the community. This had the effect of making women more vulnerable to male aggression given the already prevailing perceptions of women as subordinates to men. The isolation of the nuclear family from the wider society relegated the problem of violence against women to the personal and private realm.

The British legal system which was imposed also contained facets that cast women as subordinate to men within the family. Man was, for instance the head of the house hold and therefore the owner of the family property. Furthermore the law recognized the conjugal rights of

man to a greater degree than those of women and did not conceive of the concept of rape within marriage. Moreover the introduced legal system did not make provision for dealing with violence against women as a special problem within or outside marriage (Universal Development Theory 2002).

The government made an attempt to address some manifestations of this problem in 1966. It set up a commission on the law of marriage and divorce whose terms considered the problem of wife beatings to be pertinent to the issues of the status and after examining it, proposed Bill(s), which would have criminalized wife battering. The predominantly male parliament rejected the Bill(s), and justified the practice of wife chastisement as inherent traditional rights of an African man and also a matter within the private domain and thus not needing the state interventions (Vianallo: Mino Gender Inequality 1990)

It is now internationally accepted that irrespective of their races, color, economic status, religious affiliation or distinctions, they face the problem of violence directed at them, especially because they are women. The fact of being a woman is complex web of cultural, social and economic factors, which have the accumulative effect of leaving any woman vulnerable to whole host of acts that may be difficult to shield from (Jeffrey : Rape Epidemics Raise Trauma Of Congo war 2007).

In order to understand the phenomenon of violence against women therefore there was imperative that considers gender relations, which many perceive to be a central factor to the issue. In this context, male power is seen as features of all inter personal male and female

relationships and encounters. The argument runs through women's vulnerability to intimidating and violent male behaviors' due to their social position. The violence limits women freedom of movement and constrains what they can do, where they can go, and with whom they can meet. In other words, the reality and the threats of violence act as a form of a social controlling influence to women in Africa. (Ellen Marshall; Issues on Gender 2004)

The results of violence's against women are degradation, humiliation and belittling of women. This in turn puts a sense of fear and insecurity in women victims. It prevents women from leading independent lives, curtails their movement and determines their destination, and the end results are that their potential may not be realized. In cultural context, a woman if denied her existence as a sexual being with needs and expectations, this extensions violates her human rights. women suffer from mental and physical health problems as a result of violence i.e. they are subjected to the depressions , anxieties and somatic disorders Nicholas :The women's Crusades 2011) .

Gender based violence has profound implications for health` but it is often ignored by most societies of Kenya as the violence between husband and wife. The legal systems and the cultural norms do not consider it as crime, but rather a private family matter that is normal. It is therefore a concern and this should be taken as a pandemic (Joshua S. Johar: International Relations Policies 2003).

The issue of violence against women has recently become a subject of specific inquiry within the general preview and these are mainly because of lack of reported cases. Furthermore compounding

the problems is the diversity of actions that constricts violence of women to the criminal law context that puts it as no crime. Violence in women happens in different forms, it can be both within and without the family. Violence could be through such acts as physical, bushing, burning or punching or anything tormenting women, (Gender and Child Development Article 2008).

The gender stereotype role deplores women from the exclusion of power in Kenya (Bungoma) District. The cultural view gives the assumption autonomy from which the concepts of the sovereignty and anarchy control their own autonomy i.e. reflecting the masculinity assumption (Rosario: Market Success of Women Autonomy 2007). The main causes of the gender violence in the communities is the existence of myths, excessive use of alcohols, drug abuse, social and economic systems , frustrating work conditions , peer pressures and socialization. Furthermore religious believes, social enforcement of the law, and violent crimes are the primary virtues of the violence in women (UNHCR Universal Treatment 2005).

The gender gaps in polls are lower than the average in support of the political arena, and the gap there in is indeed big in Kenya. Gender gap has increased all over the world and that is why in Israel the " The women in black" held vigils to protest their government after realizing that the military actions against the Palestinians' will bring conflicts and the most sufferers will be women (Alternative to Power politics 2004).

In Kenya violence against women has its own roots to ecstatic geographical locations and the traditions as it is integrated in the 42 tribes, each with different norms. Men in most communities are the

head of families and their significance in the social security's for women are not well addressed. Women in the marriage sectors have been beaten sexually assaulted, caused embarrassment by their loved husbands. Molestation of Kenyan women has increased as adultery, fornication, and lesbianism's takes on the increase. The norms contribute a great deal towards physical torture (Douglas: Categorically Unequal 2008).

It is quite shameful as religious leaders perform fornication in our societies; they have failed to guard the women generation from harassment plus other brutal acts. The capacity of religious groups in Kenya, including priests, pastors, evangelists, apostles, bishops are the ones promoting seclusion of women even in churches(Julia : Gendered Lives 6th edition 2005)

The superiors in the society who occupy, top security positions in the government and the social sectors , e.g. bosses , forces women to have sex in order to be promoted to higher salaries. Women in Education sector are being harassed at Educational level especially when they are pregnant; they are mostly miss- understood by men as they expect them to do activities that are difficult. In institutional level women are being harassed by men in order to give in for sex for them to be given better job grades. Lectures demand sex from girls in universities in exchange for better grades, processes that makes them get results that does not reflect their hard working and hence unable to perform (Gender and Guidelines 1992).

The above acts, that take place in our Kenyans' institutions irritates and hence the necessity of the research on gender violence. Even though women graduates earn themselves, Degrees, Masters and

PHD's, they encounter loss of virginities, unwanted pregnancies and become morally distressed, neglected, stigmatization, and mentally tortured. Abuses of women in learning institutions, if left unchecked will lead to women locked out in the organization settings (Jerry Kathleen: Time to Divide Work Family and Gender Equality 2004).

Truth Justice Reconciliation Committee should establish at the antecedents, circumstances, factors and context of the violations. Kenyan women face sexual harassment even at the hands of the police officers and yet they are the ones who are supposed to be the protectors. These acts of violence's were reported during the post election of the 2008 where women suffered overwhelmingly in the hands of policemen (women's voices report 2011).

In Kenya there are pending Bill(s) on family issues about protection on marriages and matrimonial properties ,which was not passed in the parliament due to the fact that the majority of people were men .The above therefore has necessitated research on the issues of women , their representation in parliament should be increased in order to pass feminists' policies. The Bill(s) have been left pending since 2009 just because the men counterparts were reluctant to pass.

In the field of scholarship, women are being challenged by the traditional concept and they are associated with the sphere of private domestic cores. In the area of concern, the law covering cohabiting is not adequately addressed, the dominant causes of poverty among Kenyans has been the negative cultural attitudes. Women mobility to access credit facilities from economic empowerment has not been effective due to lack of title deeds. Most women in Kenya were

unemployed and they lack education, and awareness to make them realize their rights. Women and girl child contribution in the economic sector and social life is often under estimated and yet they do most of the work at home and this is why there is necessity for the research to be carried out (Women's Voices Report 2011).

Statement of the Problem

The researcher will want to know the qualitative evidence through integrated social responses, ecological frame work, and interplay of personal, situational and social cultural factors that combines to cause gender based violence.

The researcher will want to know the qualitative evidence that suggests women's population in Kenya surpasses that of male and yet their contribution in Agricultural Development which has proved to be a reality as several women have proved to perform extremely well . Women have been denied opportunities for loans , land , education and even employment facilities and yet Kenya is a member of the Conventions in the Elimination of all Forms of Discriminations' (CEDAW) . What is the cause of such systems? Where is the District of Bungoma heading to? How would these affect the future generations? These are some of the burning issues that necessitated this research.

Purpose of the Study

To determine/identify the causes, effects and impacts of gender based discrimination and socio economic duties in Kenya (a case study of Bungoma District).

Research Objective

To investigate factors that lead to gender based discrimination, in Kenya particularly, Bungoma district.

Specific Objectives

- (i) To establish the efforts that has been put in place to overcome such discrimination.
- (ii) To investigate the effects of women discrimination in all spheres.
- (iii) To determine if women (victims) have put in place significant steps to address their issues to the relevant authorities'

Research Questions

The study aims at providing an empirical based exploration of the relation outcomes resulting from the gender violence. The study points towards the deep understanding of the complex subjective views on the gender issues and the questions asked are;

- (i) What are the underlying factors that lead to the wider gender gap?
- (ii) What are the underlying factors that lead to gender discrimination?
- (iii) What are the factors that contribute to gender discrimination?
- (iv) What policies are put in place to safe guard the interests of gender?

Hypothesis

There is no significant difference in degree of gender based discrimination and socio economic duties in Kenya, a case study of Bungoma district.

There is significant relationship in degree of gender based discrimination and socio economic duties in Kenya, a case study of Bungoma District.

Scope

The study would focus on the rational dimension of gender discrimination and it would be conducted in Kenya Bungoma District.

Geographical

The study would be conducted in Kenya Bungoma District because of Kenyans post election crises which affected most parts of the communities. The presence of the militia groups which were terrorizing people in the neighboring Mt. Elgon (Land Self Defense Activities) which contributed to in-security among the gender group.

Content

The study would focus on the gender issues that lead to discrimination, the causes, the effects and the efforts in combating the menace would be addressed. The wider gap and the stereotype in women that was manifested through cultural power, and the way forward would be projected.

Time

The study would last for the period 2000-2012 whereby the first quarter would be proposals; second quarter data collection and the last quarter will be processes analysis and data interpretation.

Significance of the Study

The study will contribute information to the government and other agencies, so that they could revisit any loop holes for the successful implementation of such policies and provide frame work for adjustment for the new innovations and future perceptive. The research findings and recommendations would assist in the vital importance to the lively hoods of the women of Kenya, other African countries and the world at large.

Operational Definition of Key Terms

Assurance: Tell confidently

Budget: planning governments' events to incorporate gender issues

Competitive analysis – location and future analysis

Cognitive thinking: independent thinking, self control process in women

Collaboration: working together for mutual benefits

Control processes: referred to statistical data, observations, standard systems of human rights, international law (ILO) and controlling non conforming services within the cultural norms

Document issue control: labels put for the identification purposes

Design development: product or services realization, control and monitoring

Dynamic and continuous processes: to cycle back to the previous, make adjustments and reviews to the cultural contexts

Decision making: a joint venture through a broader context that inter –corporate perception, weighing all the best possible solutions and a deciding on the best alternatives

Demographic trends: technology change labour force and culture change

Environmental assessments: having global strategies, environmental details that affects women globally

External analysis: general environment of strategic groups, bench marks, age distribution, population size and individual feelings or targets

Environmental characteristics: analysis of change in resources, political influences and competitive tactics between men and women

Epidemic: habits presence of gender violence covering a wider geographical area of societies

Entry mode: experience, core competences capabilities

Functions affecting gender loop: cultural norms, impunities and the men prejudice

Global strategies: access world markets and societies in research extend analysis on gender discriminations

Government functions: putting remedies action to gender related issues

Historical development: culture of the past in relation to the future

Internal analysis – district culture, norms, ethics, position curve and operations

Incidence: the new cases reported to gender violence

International realization: applicable standards on gender related issue e.g. human rights factors economic situations and cultural distances

Mission statement: reason for being

Organization structures: structures that conclusively reflect the geographical dispersion, time languages and culture of gender across and transitional gender affirmatives

Opportunities and threats: early signs of gender threats to monitor environmental threats

Objectives: meeting defined and periodical reviews, need of gender, satisfying expectations

Partnership: corporate relationship between groups, to agree to share responsibilities, for achieving a specific goal

Prevalence: the total number of rape cases within a population at a specific point of timeframe

Public relations: inter-phase between groups, through channels of communication or conduct

Quality government systems: providing confidence to its people, following the laid down procedures, legal acts, legal acts and having key performance indicators.

Quality: fitness to the use conformance to gender, specifications as required by the International Standards, degree of Excellency

Quality assurance: a shift from detection to prevention of quality style of dealing with gender issues, safety assured to women especially the rapid victims

Quality classification: quality of conforming and quality of designs

Role of a team leaders: share vision, energize, be therefore them, set challenges.

Resource: financial materials, provided to gender group to uplift their living standards

Reviews: mission, vision, objectives and values of the society being reviewed to reflect the current situation

Rationale for planning: establishing turnover ratios, that links decision making to acts determining volume/margins

Strategic change: value having been decayed overtime, old culture that needs transformation

Statistical data: involves analysis of cost benefits, socio culture and demographic trend

Strategic inflation point: refers to the tripping point of no return on extreme treatment of women

Socio cognitive: modification of behavior e.g. stamina in men

Strategic change: value having been decayed overtime

Scope of the research: design to govern all the activities concerning gender; all phases identifications

Strategic formulation: vertical integrations, speed at which women's values and integrity are being devalued

Strategic planning process: cultural profiles and credentials, orientation, evaluations, external and internal analysis processes

Steps in planning: determining the alternatives, objectives, mission, visions and key performance indicators of women

Specific factors: linguistic culture, operational integrations.

Situational analysis: checking on micro analysis, political, economic and socio influences on gender issues

Strategic drift: transformational change

Theoretical development contest theories: security of women physiological needs, and self evaluations

Variables in decision making "locus of control, objective and subjective approaches on gender issues

Values: the framework for decision making

Vertical integration: forward integration

CHAPTER TWO

LITERATURE REVIEW

Concepts, Ideas, Opinions from Experts /Authors

This chapter explores the definitions of gender based violence as it is reflected in various universal region and national gender violence instruments. It defines gender based discriminations, causes, effects and responses of the relevant authorities' to the voices of women and the way forward. The chapter focuses on the issues of how and why individuals differentials, between women and men may change the significance of gender discriminations (Clausia, Lawrence: changing the Cause of Women's Education 2001).

Situational factors have been found to influence it a great deal, followed by the interpretation of the prejudicial events. The topic would explore individual's differences and factors that might differentiate product perceived gender discrimination. The self esteem and the higher rating assertiveness' in men and the low esteem in women will be addressed (Lawrence: The Power of the Pill Journal of Economy).

Gender based violence cannot be treated solely as woman's issue, but rather an issue that adversely affects the welfare of our community. No country or part of the world is immune to the costs of violence , even though investing resources in it might cost much, especially in the prevention and prosecution of acts of aggression , the enormous dividends in the long run , both to the community and the Nation is very high (Care International Kenya, concern Worldwide 2009).

Definition of Gender Violence

Gender based violence refers to violence due to varying cultural and sub cultural views on whether certain behavior is accepted or not ,it depends on the situational trends carried out with the intention of causing injuries or physical harm . Any act of gender violence that results into threats of sexual or physical harm including threats such as acts like coercion or arbitrary deprivation of liberty, whether occurring in the public or private sphere (Ending Violence against Women Reports 1999).

Gender is referred to as cultural constructions of social differences that attribute hard to biological distribution and distinction between men and women. Most scientists have the simplicity conceptions of gender stereotypes which they use to differentiate the treatment of boys and girls. Gender in this sense directs life chances and social relationships (Human Rights and Civil Liberties 2008).

Gender violence is an umbrella term for any act that is perpetuated against persons will, based on the socially ascribed gender differences between men and women. An article in (CEDAW) defines gender as any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition , enjoyment or exercise by women , irrespective of their marital status (Human Rights and Civil Liberty 2008).

Gender discrimination based on the stereotypes of a particular society, is a social differential individuals of the prevailing social set up and the physical potential of the society (Effects on domestic violence on children 1996).

Causes of Gender Based Violence

Causes of gender based violence originated from the cultural practices and the tradition in the society. The affiliation to norms, trafficking of people led to emotional feelings. The militarism in men, contributed to repressive torture in women (Amnesty International 2009).

The ultimate results of unresolved conflicts in the domestic homes, the economic activities by men and the economic crises in the world were some of the factors that contributed to violence (Decade for Women in Africa). The social structure and the threat of mass destruction, the economic bonds, led to the vulnerability in women (Universal Treatment 2005).

The policies lacked the rationale and integrity to women, hence the denial of equal rights and the utility. The society lacked that fundamental legal rights and efficiency frame work and regulatory body that could deal with disparity. The glass ceiling effects contributed to artificial barrier (David Seth: Social forces, the Glass Ceiling Effects 2001)

Financial resources and the inheritance rights created interest of conflicts between men and women. The physical integrity of women in the society has been sidelined (women and Green Wood press 1987). There were so many social contributing factors towards gender violence e.g. women against women, especially in the event of co-wives, men against women, the law and the government against women, and traditional norms which favors men (Jacob, Jerry: Gender Equality at work 1995).

The social evidence towards this encounters are the forced marriages, wife in heritages by force, female mutilation, and miss – representations , Women hate speech, fraud , and mental thoughts that are untouchable Cults formation are also contributing factors to gender violence. Cults have aroused a big impact on violence e.g. the Mungiki, that threatened lives during the 2008 Presidential Elections in Kenya ,cults are the potential group that threatens humanities , properties and distortion of peace . Peer groups formation is some of the group where violence takes place without the society not knowing. Peer group has the biggest percentages of sexual harassment. It categories every age and each stage has its peculiar behavior (Massey; Categorically Unequal 2007)

The peers' social crimes are some of the contributing factors e.g. the involvement in drug abuse. Sexual harassment, miss-information, miss-representation, envy revenge, are the contributing factors to gender violence. Violence is caused by managers through false accusation. In some countries women have been promised white color jobs only to realize that there existed none apart from being used as sexual objects .Women are promised green cards only to receive multi treatment that was horrible. In some parts of the country of Kenya, a woman is not allowed to marry husband of her own choice, they are pre - determined roles arrangement (Vedantam, Editorial opinion 2009).

Effects of Gender Violence

Gender based violence has brought references in sons and girls being victims of infanticides death. Women were being used as sexual functional objects as sexuality increases. Many people in the society have developed poor attitudes towards gender and the modality

strands has increased (New Path for Childs Empowerment 2007). Women are being used as sexual objects to be used and dumped.

The impact on the dependency ratio decrease, where by the National Index Ratio decreases due to the fact that most of the cores in the society are being carried out by women (Central Bureau Statistics Ministry of planning and National Development 2007). Gender violence has contributed to the emerging of blind economic frame work where self interest of men was served without regard to women (David and Seth: Social Forces, the Glass ceiling Effect 2001).

It has brought substantial progress especially in the Education sector where education for the child girl is not enforced. It has brought the supremacy in men hence the practices of nepotisms and prejudices have increased leading to economic services and delivery reduction in the society (Amnesty International 2009). Gender violence has contributed to marginalized groups. The interests of men has increased to wide array of subjection to immense pressure and questioning to women. Women have been viewed with suspicions and a kind of drained out from the society planning (Thinking Aloud Action Aid Uganda 2003).

Women were asked not to subject or to expose the wider community into shame and sexist attitudes and therefore, they continue suffering in silence behind closed doors. The division of the protected and the unprotected has widened. Men have developed prejudice and ignorance as they continued stigmatizing and traumatizing women (Amnesty International's 1986). Adultery in men subjected the increase of sexual related diseases. Nepotism and

genocides practices have led to elimination of the girl child in most of activities (Julia: Gendered Lives 6th Belmont 2005).

Women had undergone hate speech and even homeless dumping due to occupational segregation and federalisms (Peace and Development Networking 2009) .The legacy of sexual orientation that leads to resistance attacks, harsher treatments and injury to the dignity of women has resulted(Massey Douglas , categorically Unequal 2007).

Women have been subjected to pervasive poverty as most wealth in the society has been assigned to men. Women in the field of education and employment sector take a low % as compared to the men. The honor dignity and respect bestowed to women was destroyed as the rape cases continue in everyday situations (Jeffrey: Rape Cases Epidemics Raised Trauma 2004)

Women are belittled into most field .Violence has resulted into women not participating fully in their potential as most of their potential remained laden due to fear of inferiority complex . That has contributed to the costs of the society being too high as the financial implications supersede tangible costs. Women have been tortured in silent closed doors as the culprits remained free. They have been mentally disturbed, neglected and has undergone economic exploitations (Massey Douglas; Categorically Unequal 2011).

Women have undergone harmful effects, leading to depressions, and reduction to national developments (Transparency International 2007).In children ,domestic violence has threatened their concentration at school and they have lost sympathy to others .Crime cases have increased and aggressive behaviors emerged. Children have been affected emotionally and even in the development of their brains.

Violence impairs the cogitative and sensory growth of a human being (United Nations Population Fund .New York 2000).

Gender violence has contributed to poverty and consequently street children. Women in the war zones were seen as battle fields. Violence has affected the social capital through adverse aggregate decline of growth rates. It hampers the millennium goals through the insecurity of tenure and threats. Women experience hypertensions and emotional sensitivity as federalisms advances (United Nations Report 2001).

Men speak negatively about women as the gap between them widens. Gender violence's sends wrong enthusiasm. Violence brings glass ceilings and occupational segregation in the society (David: Social Forces the glass ceiling effects 2000). It brings continuous cycle of nepotism, social abuse, and disloyalty. The glass ceiling effect contributed to artificial barriers. The financial rights and the inheritance rights created interests of conflicts as the physical integrity of women in the society become sidelined (Women and Green Wood press 1987).

Government Efforts in Overcoming Gender Violence

A case study on the Periodic Reports of Kenyans Implementation (CEDAW) of 7th Edition.

The Government of Kenya has formed gender mainstreaming bodies, provisions of working committees and has developed comprehensive documentation on issue concerning gender. In implementing the edition, it has outlawed discrimination against women, through employment Act No. 11 of 2007, which prohibits

harassment of prospective employee (Jacob Jerry; Gender Equality at work place 1995).

The Cohesion and Integration Act No, 12 of 2008 addressed issues of ethnicity and encouraged national cohesion an indication that indeed Kenya Government was committed in combating gender violence. The government of Kenya has formed sexual offences regulation. The government has established community policing committees to promote peace initiatives thus, protecting fundamentals of women rights (Nicholas: The Women Crusade 2011).

It recognizes the nexus between security and development which was highlighted at the United Nations Peace Summit (Children domestic violence 2004) that included saving sexual offences in the DNA Data Bank which coexisted of crime scene index. They have tried to enforce the keeping of the DNA related data for the entire period.

The document contained Truth Justice and Reconciliation Act No.6 of 2008 which recognized the gravity of Human Rights Abuse. The establishment of human rights records and the historical facts showed the commitments of Kenya Government (Goldin ; The Quite Revolution that Transformed Women 2006).

The selection of Commissions to undertake the tasks and the commitments to pay them, in order to conduct investigation on Gross Violations and extra-Judicial killings to determine those responsible was an indicator of their commitments. They have protected the witnesses so that the truth and justice can prevail. The immunity of the witnesses from the legal proceedings pointed towards the right direction (Africa population and Health research 2002).

They have tried redrafting Bills in recognition of the needs (family protection of 2007) which deals with drafting matrimonial properties. The government of Kenya has initiated and given priorities to the workshop of the Beijing Conventions and is implementing it through the ministry of Culture and Social services (gender policy and development 1988).

Law reforms on the marriage and divorce, implementation of Sexual Offenses Act 2006 by the court on the Criminal Appeal promoted Program Vision in the gender field(The National Legal Aid and Awareness Program (NELEAP 2008) paved way for women to seek redress. The formation of Vision 2030, which had the ambitions of National Plan and Strategy, Political, Economic and Social Pillars which gave justice and cohesive equitable resources to all (Rosario: Market Success of Female Autonomy 2000)

The formation of Women Enterprises Fund which projected on the small (IGA's) and the improvement of the policy frame work gave the empowerment of women. The establishment of the focal points in the government departments and the formation of service charter was a step forward in implementation of issues concerning gender(Goldin : The Quite Revolution that Transformed women 2006)

The government of Kenya has initiated special measures for women in the advancement of political arenas. They have integrated and codified laws to eliminate anomalies especially, the absolute cultural practices (Domestic Violence as a Form of Abuse 1994).The formation of affirmative action and the increase on budget for women was a positive gesture. The government has granted house allowance to women, and in the health sector women are given maternity leave

with pay, an indicator that they care for women (Gender and Policy Development 1999).

Kenya parliament passed Sexual Offences Act 2006, a milestone in significant reduction of violence. The formation of task that was guided by the principles of gender equality sensitivity and human rights showed the commitments of the government. The approval of the gender responsive budget (GBR) and the inclusive of women on the National Budgetary was a clear vision (Charles: Social Inequality 2007)

The introduction of the community support grant and the development of peer education in schools, followed by the opening of schools of Excellency for girls reflected their commitments in addressing violence. The Government of Kenya has reviewed the Employment Act NO (1) of 2007 to slot for 1/3 of women in any recruitment. The form of legal awareness programs, modification of cultural practices, and the introduction of paternal leave in men was a step forward in eliminating gender violence (Kuloba : Court of Justice Kenya 1997).

The Government Protocols to stop suppression and trafficking in persons and its changed attitudes towards women participation in the political issues was quite encouraging. In summary therefore, the government of Kenya has equipped key actors, developed machineries, and provided resources, through functional ministry of Culture and Resource Centers (Kathleen Garson Time to Divide work 2004).

The formation of Lobby Groups and the introduction of Liaison Officers at the community level is a clear indicator that the government is committed. The government of Kenya has provided the equitable access in the ministry of health and improved on the economic and

social benefits to women through self help groups , Sacco's, Youth Enterprises, Community Development Constituency Development Funds (CDF) and opening of entrepreneurship at the grass root level. The government has increased tactile through small scale businesses.

In Education sector the government advancement for both boys and girls programs have been instilled evidenced by the school attendance statistics.

Efforts of the NGO'S in Combating Gender Violence

NGO's have initiated overall key time and key milestone that facilitates the venues and resource persons in the society. They have reduced inherent or active tensions that create neutrality by identifying the potential risks, constraints vulnerable of the marginalized group (Julia; Gendered lives 2005).

They have been acting as the watch dogs as they prevent the potential challenges that promotes the inclusiveness of women (Women in disciplinary circumstances 2008).They have introduced income Generating Activities (IGA's) to boost women status and Empowerment. They have initiated capacity building programs where women concerns are highlighted and critical issues brought to the government to address. They have ratified the (ILO) conventions through innovative actions (International Report for Women 1996).

The NGO's have convened regional meetings to discuss gender issues and Networks to create awareness. They prohibited stigmatization and federations. They have planned issues on gender through collaborations and campaign strategies (advocacy skills 2010) .They has used pressure tactics to push the government to address

gender issues. They acted as enter agency groups that corresponds the result and the outcome (International Relations 4th Edition by s. Joshua 1988).

The NGO's have promoted education sector, reduced ethnical polarization and hence reduction on the illiteracy. They have addressed various bodies to ensure the implementation of employment Act, policies and the entire legislative Frame work. NGO's have build orphanage homes to those that have vulnerability evicted. They have manifold vulnerabilities of life fostering relations of trust Glacia Lawrence: The power of Bill Political Economy 2002)

They addressed effects on the likely hood security. They have forged linkages between status, civil society and other bodies. They have assisted in supporting funding and addressing complex issues. They coordinated youth trainings. They promoted access to justice, through National Cohesion and Constitutional affairs to the socially excluded bodies. They have put structures that harness peace keeping and conflict resolution (Charles: Social Inequality 2007).

They were argents that initiate security produce supply e.g. Agricultural Production, Provision of care, food, drugs, and also acting as policy advocacies. They have been influencing policy markets for more pro-gender policies and removals of bureaucracy. They address the inequality, economic development and its negative implications.

The high costs of living are also addressed as they forge for proper accountability and transparency. They have enhanced ways of sealing loopholes that exists in the legal systems. They promoted innovative approaches of service delivery as they push for the development of the millennium Goals. They advocated for the peace

building processes for the conflicted groups. The NGO's carries out surveillance audit system to determine the continual improvement of the communities. They also carry out extend analysis to capture much more information on gender violence (Vendo ; Women Less than Men Globally 2008).

In summary, they protect the voiles and powerless people in the society. The NGO's have brought funds closer to the community and have addressed comprehensively the challenges that they face. They carry out systematic monitoring to the people's food security, nutritional status.

Efforts of the Women Victims

Women in the past have addressed there oppressions through their own demographic analysis. The removal of the inferiority complex that continues hounding them has become an issue of concern. Over time, they have changed their perceptions through net working and practically have entered in the field of political arena. Women have become committed to take political leadership e.g. Sheikh Hasina-who was appointed as the prime minister of Bangladesh , Dalia Grybauskaite who was appointed as the presided of Lithuania, Laura Chinchilla – president of Costa Rica, Julia Gillard ,the prime minister of Australia, just to mention but a few (International Women's Day report Kenya 2012).

These therefore points out that woman have become very active in politics. The formation of women's charter through the affirmative action Bill(S) which was first introduced in 1997 based on their experience of inequalities and sufferings as women in the society were largely patriarchal. They have decided to voice their concerns

through Service Charter, highlighting the key areas of priorities. The Charter addressed the bench mark of the tenure of women in the office, timeline demands, and it was to act as a tool for women to those seeking elective positions. The drafting and the lodging and the rolling out were spearheaded by Women Empowerment Link (WEL) (Nicholas, Kristoff; The Women Crusade Kenya 2011).

Women have tried in the inspiration of their future through exploitation of their potentials. They have been achievers in many fields e.g. the world power achiever woman political heavy weights Benozir Bhutioof Parkstan, India Gandhi of India and Margaret Thatcher of Britain. They have planted the seeds for women in the political world and of which is growing very fast. Currently, we have president women's e.g. Tarja Halonen was the president of Finland (Rosario: Market Successes of Women Autonomy 2006).

In the world , there are achievements made by women , e. g. Hillary Clinton (USA) Martha Karua (Green Belt Movement), Ellen john Sir Leaf (Liberia) , Condoleezza Rice (US Secretary state)Dilma Kousseff (Brazils). In Kenya, there are stocks of milestones credited to women e.g. Grace Ogot , Julia Odhiambo and Martha Karua ,who has managed to appear in the political carrier at one time or the other .

The inferiority complex in women has reduced to some extend and that is why women can stand up and be counted upon. They are no longer cowards as they compete with men in the various fields e.g. in Kenya, women athletes have proved unbeatable. Women's like Pamela Chelimo, Catherine Ndereba and Florence Kiplagat have proved to be

the outstanding in this field (International Centre for Research for women (ICRW) 2009)

There are more gains for women in the judiciary e.g. the retired Lady Justice who served as appellate judge in the Kenyan judiciary. The judiciary of Kenya is the leading having gender disparity with 25 out of 61 judges. The chief justice of Kenya, Willy Mutunga describes them as "excellent" based on their professional experience and integrity (The voice of women Kenya 2003). Women in Europe have developed self esteem through lobby groups. They have established women circus where they can communicate feminist's views that can capture their broader views (women's experiences in the media Kenya 2000).

Recommendation to The Local Community in General

The local communities in general were asking for their rights through NGO'S and activists on the ground in order to discuss the challenges that they faced. They had developed the contextual integrated capacity building that provides them security. They had to improve in their communication system through awareness programs, bulletins and media. The communities were to review their existing laws e.g. the marriage ordinances laws, rights to physical integrity, inter- alia abduction, wife beatings, norms and all traditions that affects women negatively.

At the community level, people had to change their perceptions and force the government to implement what was passed at the community was to be ready to learn from the historical events and reflects on the new innovations. They were to select experts to

represent them at the local level and the National level. (International Laws of Refugees in Kenya 2008)

They were to perform regional networkings to capture broader perceptions of the ground. The locals were to outsource bodies that could deal with reduction of poverty at the community level. In order to ease women's work loads systematic matrix, development through partnerships and putting strategies that were efficiently effective. The community has to establish field visits and spot checks through local chiefs to determine the rate at which the domestic violence was accelerating in the society and perform extent analysis (Universal Development Theory 2002).

The leaders at the community level had to apply performance indicators and report to the activists about the situation on the ground. They were to determine internal and external contributing factors that affect the effectiveness, efficiency, sustainability and hence their impacts to the society in order to streamline gender issues. The locals in general were to generate the output statement that provided, developments, organized, published, procured and gave, engagement, to the stake holders and linked the society to the National Participatory Forums. The locals were to farce the, future initiatives, anticipated problems and alignment and harmonization processes, challenges resources and innovation for the existing government to address. The locals were to be very keen in addressing the multi –problematic situations that might arise due to the consequences of other initiatives (Amnesty International Report 1980).

They were to be (SMART) in handling issues that pertained themselves through scheduled programs that were functional. The

societies were to integrate gender elements in their work plan, as they address gender issues. They were to form organization where opportunities, challenges and lessons of development gender code units were addressed, through regional programs and best practices. The communities were to attain performance indicators to gauge on the poverty level in the community and recommend the set up issues arising within the society. (Development Universal Theory 1984)

Women victims were to have a vision of impact and brave to promote their ideas by developing a competitive spirit of high performance, positive attitudes, co-operate policies and becoming participators' at all levels. The victims were not to shy away to tell off the Government politely the consequences of being marginalized and violated in the society, through team work spirit. Women victims were to exhibit politeness and tactful, intelligence, resilience, commitments, self confidence and intelligence exhibition of leadership. That was enthusiastic. They were to demonstrate initiatives that portray willingness to accept responsibilities (Jacob Jerry : Gender Equality at work 2007)

Responses to the Authorities to the Voices of Women in Kenya

The responses of those in the authorities to the voices of women in Kenya have not been bad, evidenced by the activities that take place between the NGO'S and the government. The meetings between the Danish Embassy, which were being held, to discuss the financial implication of the states was an indicator of the responsibility obligations. The directors collaborated with the NGO'S to implement pilot projects that were towards the improvement of gender issues (Kathleen Garson The Time to Divide Work Family Gender Inaequality).

The formation of various review committees in the collaboration with (UNICEF) and (CEDAW) were umbrella bodies formed to address gender issues in Kenya. The challenges between “pushing” for collaboration and adjustments of demands still remained but the Kenya government still pursued innovative strategies to achieve outputs on the gender issues. The links between the governance and the people were applicable through collaborations and departmental links of agencies. The provision of small Income Generating Activities (IGA’S) by Kenya Women Finance trusts (KWFT) gave loans specifically to women to boost them financially (International protection of persons concerns 2005).

The spear headings and coordinating gender issues has been an important link to the grass roots and the government has put the fundamentals, judicial principles to protect the rights of gender (the evolution of Legal Systems 1992). The ministry of Gender and Development has been put in place to channel political issues concerning women. The commitments of the government have been shown by opening resource centers with manpower to address gender issues Julia Gender Lives 6th Edition 2005

The increase in the Affirmative Action in some government sectors and the providence of sanitary towels to the school girls as incentives proved that the government was committed in improving the gender sector. The ministry of gender has been restructured in terms of labor and development and healthy facilities have been improved, that showed a good gesture towards government improvement. The state responsibility in the Budgetary Allocation on gender issues was improved, through Conventions and Common Wealth Plan of Action (Nicholas: The Women’s Crusades 2011).

Conclusion

Inequality between men and women in Kenya was similar to gender disparities in other continents and the main reason being that they lacked experts, consultants, and committee mandates. The budgetary constraints, transparency, and delay of the projected jobs, and risks in research, followed by community affiliation to the cultural practice were contributing factors. Women had little access to credit and higher spending index ratio and hence most programs initiated collapse immediately after the donors went back to their countries (Ministry of Gender Community Development 1996).

The controlled and accessed, exploitation of resources, the account of integrity and the differential in the rationale summed up to gender discrimination in Kenya. The cultural effects on the judicial laws contributed very much to the really situation on the ground. The structural challenges, brought threats that affected the status quo. Advocating for women, becomes difficult due to the entrenchment of human rights, as the situational analysis and impacts reflected (Gender and Guidelines 1992).

CHAPTER THREE

METHODOLOGY

Introduction

This chapter would comprise of research design, research population, Sampling frame works, methods, sample size, instruments, sources of data, data analysis and ethical procedures.

Research Design

The study would be based on the combinations of two approaches i.e. qualitative approach and quantitative Research design to be used would involve questioners, interviews and observations.

Research Population

The qualitative method would be used to collect data from the questionnaires through survey; the respondents would be women groups, religious groups, government stake holders and any other persons with the interest of gender at heart.

Sample Size

Due to financial and time constraints, few community members would be selected. The category members would include women 500, men 450, government officials 350, coming to the total of 1300 people.

Sampling Procedure

The study would make multi stage sampling where sampling would be under taken in four stages, i.e. Districts and villages. These are described as follows.

Stage one: Would be divided into, target population, strata delineated along districts, and random selection, depending on the population scope.

Stage two: Would be developed through random selection at the village level.

Stage three: Would involve random selection.

Stage four: Would be at village level. The statistical unit of the study would be chosen using the random route selection processes.

Research Instrument

The instrument to be used in the research designs would include exchange visits, statistical bureaus, and scholarly journals, abstracts and periodicals. Other forms to be used will include:

- (i) Questionnaires
- (ii) Interviews guide
- (Iii) Observation

Questionnaires

Noting that the questionnaires are carefully designated ,set of interrelated questions in data collections the questions would be pre – coded and recorded if required for certain variables. The questions would be focused on the identification of the social- demographic characteristics of respondents and would be administered to gauge the perceptions of different people over gender group.

Guides to Interviews and Targets

The interviews and focus group would have to advance to advantages to enrich and control the information collected through group discussion (focus groups) and debates on the subject under the study.

The interviews would help in the Cross checking the authenticity of the information in the domestic homes and even in the work environment of gender interactions. The people to be interviewed would be government officials, women at work place and even community homes.

Observation

Under observation, dressing mode, health status and housing systems would be observed to gauge the life of the people. The trauma experienced by the community would be accessed through after math recoveries and the historical recall of the situation of the terror menace of gender violence. The observation variables will also be used.

Validity and Reliability of the Instruments

To ensure the quality of the research instruments , questionnaires would be tested during the pilot survey to ensure any correction before the final data collection of the field phase begins , the quality of the research instruments would be in a way that it addresses the economic , social, culture and political impact of change over time in gender issues .

Data Gathering Procedures

Sampling Frame Work

Sampling framework would include random sampling, binary sampling and multistage sampling.

Sampling Techniques

The sampling techniques to be used would include purposive sampling, random sampling, and systematic sampling so as to enhance the broader perceptions of views.

Sources of Data

(a) Primary Data

There would be first sources of information to give the researcher the data through questionnaires, interviews and observations.

(b) Secondary Data

The Secondary data would be obtained through books, conventions, internets, journals, newspapers and government reports.

Data processing

The data processed would be compiled and the results tabulated

Data Analysis

The study would consist of primary qualitative and quantitative data analysis. Qualitative data analysis would be open ended focused questions exploring interviews , public domains , policy manuals , and lay autobiographic accounts . The qualitative design would be carried to uncover the knowledge about how people think, feel and judge at the events of gender perceptions. the demographic data , variables , that would be tested frequencies and cross tabulations would be made to give comprehensive results .

There would be interviews of the key informants on the focus group through discussion to get report s that reflects the underlying dynamics issues of gender concerns. Most of the data would rely on

the inductive reasoning, hypothesis generation, and then negate the ideas through testing in its actual sense followed by the theoretical explanation of the phenomena. The quantities results would also be included through written materials and analyzed to ascertain gender issues.

Ethical Considerations

The information obtained would be confidential and instruments of data of the respondents and their reviews would be taken into consideration. The collection would be designed or drafted and discussed with the supervisor in order to register representative and reliable behavioral domain under investigation. The tools would be piloted and adjustments made accordingly.

The researcher would seek the consent of the individuals who would answer the questions. As advised by the different researcher (World Bank 2006) "the rights, needs, values, and desire of the informants, must be respected" and the frustration of the in formats by the researcher if detrimental, the ethical consideration in this research would be confidential.

Limitations of the study

In view of the following threats to validity of the researchers would claim on allowance of 5% due to margin error of 0.05% of the significance

The threats to the validity of the study may include;

Extraneous variables which will be beyond the researchers control such as respondents, honesty, personal biases and uncontrolled setting of the study.

Under instrumentation: the research validity and reliability test will be done to produce credible measurements of the variables

Testing inconsistency in terms of administration, understanding of the times in terms of questionnaires and explanation given to the respondents might be interpreted differently and hence giving biased results

Attritional mortality might result where not all the questionnaires might be returned, neither answered nor retrieved back due to circumstances surrounding the withdrawal from participation.

The NGO's and the stake holders had the challenges of getting the empirical based evidences that could be used to address evaluation, matrix portfolio and inception reports on gender issues. They lacked proper mechanism of enforcing gender perceptions in the government plans as they were not on board.

Most of the information concerning gender violence has not been reported hence they faced the difficulties in collecting a representative data that could be used to gauge the performance indicators and hence putting information in qualitative and quantitative methods. Had become a challenge

The questionnaires used in data collection might not have been accurately represented and answered due to different believes, opinions, perceptions and anonymity. The respondents might be biased in their reporting. The selection bias, might also lead to wrong liability, validity and credibility and hence wrong conclusion.

The sampling quality for the Key informant's expert panels might not be representatives and hence the first hand information on

gender might be subjected to sampling bias hence giving different perception.

For the NGO's to get the right hand information, they must use experts, panels which happened to be costly. The depth of interviews might give different perceptions. The comprehensive examinations through cross comparisons to obtain data, tabulating, translating and interpretation might not have been done well due to language barriers.

The socio – economic, ethnicity and disseminations and knowledge about the equality as it is put in the human rights and getting feedback. The specific identification of the victim, i.e. identifying the victims to attend to their specific needs timely has become difficult.

The language barrier, between the NGO's and the victims, the matrix portfolio still remained a challenge. In their efforts in combating gender violence, the logistic mechanism provided due to the mix of internal and external influences leading to implementation constraints.

The ethical considerations, methodology, protocols, and the established norms might become difficult to remove from the society. The alignment of the social systems, coordination's and installation of the international standards of predominance, to the locals was a challenge.

The accountability to the locals, the operational context roles and responsibilities and balancing the inputs verses the outputs towards achieving maximum capacity development in women has become problem.

They faced the challenges of addressing the larger extend or context in accessing the interface with the beneficiaries and linking the results with the resources. The spot checks and reviews conducted confirmed follow up practices collapsed as soon as they left. The practical part and the commitment of the locals in gender issues were missing.

The modality of funding to reach to the abused victims evidenced by the evaluation process indicated political interferences and other factors that were both external and internal. The geographical coverage's for the target group might be too broad and hence the beneficiaries not covered.

The sustainability, policy regulating frame work, reviews, and unit of measuring the outcome progress towards the changes whether positive or negative was a challenge. Social stability, allocation of resources and mobilization of projects was beyond the controls of NGOs. The challenges of dealing with multi-problems in the society, i.e. tensions, hostilities and formulate strong result indicators. The behavior and norms of each society differed hence using specific measures to bring them together to instill awareness programs becomes a challenge.

The disbursement of the monetary funds to the affected group was quite a challenge due to the external and internal forces. The funds for Poverty Eradications, Participatory Forums, were sometimes returned back to the treasury due to lack of identification of the violence victims.

The society and cultural attitudes and values hindered the implementation of new ideas. The lower standard of women, the

traditional inferiority reinforced by marriages under customary laws, resulted into few women at the decision making body. The economic situation was made worse especially when there was lack or insufficient statistical information.

Adequacy in addressing the interests needs and concerns of different focus groups and more so allocating responsibilities. The evaluation of the projects and the harmonization of the gender processes is quite challenges to the stake holders. The identification of the victims, the marginalized groups, within the larger societies, especially when the abused or the violated persons happen to be within closed doors.

The challenges caused by the problem of the other, lack of consensus between the political parties, visioning and reflection of the key issues in the society. The social gaps, the trauma, social norms, and irrelevant culture, the tangible outputs and the un- indented outcomes have become challenging. The Crisis Preventions and Recovery methods, especially when the offenders and the offended group were within a closed door was very difficult to identify.

CHAPTER FOUR

PRESENTATION, ANALYSIS AND INTERPRETATION OF DATA

Introduction

The topic would deal with the social demographic characteristics of the gender issues as it is integrated in the gender based discriminations and violence's (CEDAW) .It would map up their unequal socio economic problems in the community due to its affiliation to the norms and cultural practices in the civil societies. It would address gender disparities as it reflected in the civil communities of Kenya (Bungoma District) in its practical aspects.

The topic would address the marital status in Kenya, where the legal status of women is biased in terms of domestic violence's rights, inheritance rights while the law remained silent on those issues. The causes and impacts of the discrimination in women would be analyzed at the end of the data and results tabulated. The involvements of the Government, the NGO'S roles and their challenges would be analyzed and conclusion made to give implementation of the findings and a way forward innovations made by the stake holders and advocacies.

Projection of Projects Beneficiaries

An intensive research was to be carried out in Bungoma District to determine the beneficiaries', gender sensitivity and how much the process contributed to adding attributes to gender issues through the gender maker tools that coded 0-3 scale , where code '0' represented the project that did not benefit neither the female or the male , **code 1-** represented female beneficiary , **code 2** showed

equality , while **code 3** showed that there was at least some element of gender beneficiaries .

Data Tabulation

TABLE 1.0

Summary of the Findings by Gender Maker by Sector

Sector	Code 0	Code 1	Code2	Code 3	Code 4
Agri. & Livestock	7	3	0	0	10
coordination	1	0	0	0	1
Early recovery	10	2	1	2	15
education	1	1	1	0	3
Food	0	1	0	0	1
Health	3	4	0	3	10
Multi- section	9	11	1	0	21
nutritional	1	4	0	11	16
protection	3	2	0	2	7
Shelter	1	1	0	1	2
WASH	12	8	0	1	21
Total	48	38	2	19	107
%	45	35	2	18	100

Source: Kenya Bureau of Statistics.

Interpretation of the Result:

In most of the sectors visited, they did not disaggregate beneficiaries by female and male as the template seemed to require. Beneficiaries, were similar to those affected, but did not indicate different needs of the gender group. The majority of the projects in Bungoma did not integrate gender elements in the sector response

plan, but however those elements did not reflect well in the practical aspects.

In education sector there was some improvement in gender education because the girl child in school was being provided with the sanitary towel as an incentive by the government. The NGO'S gave some multi-sector activities to the community in terms of health facilities, sanitation, and providence of preventive mechanisms to some disease e. g malaria and the HIVAIDS.

Female Genetically Mutilations:

Ref; to appendix(ii) section B: 2

The second research carried out was to determine how culture has affected gender in Bungoma district. The questionnaires used were put on the Likert scale where the responded were to answer accordingly. The collected data was analyzed as follows:

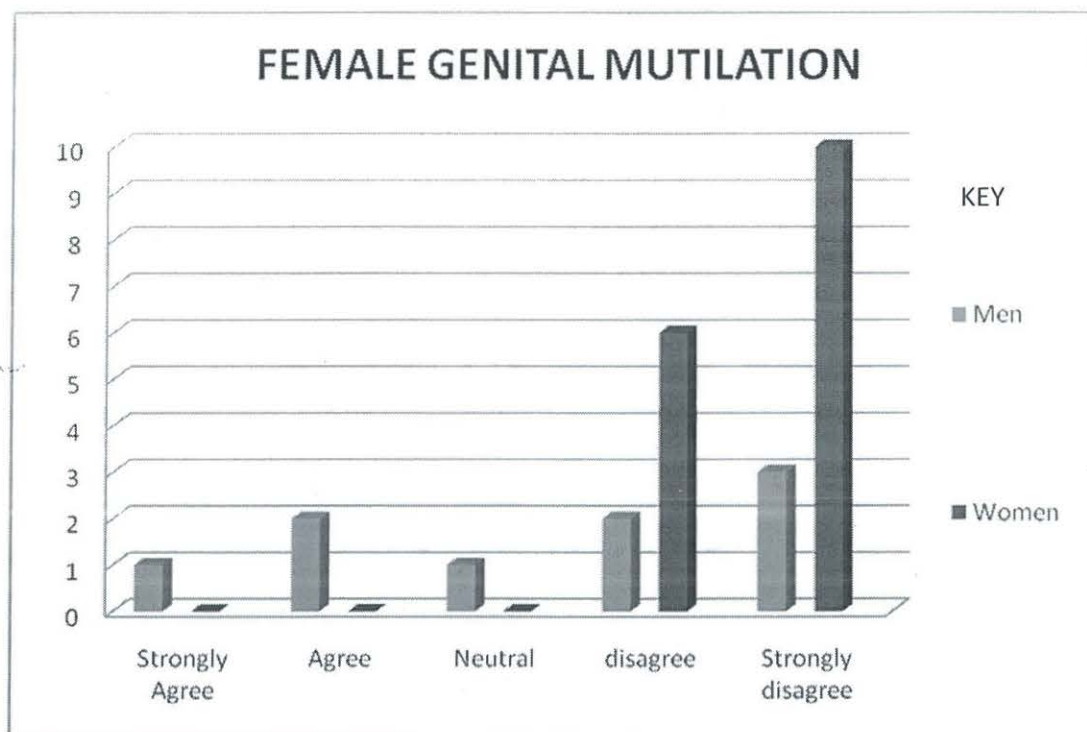
Table 2.0

Female Genetically mutilation

(Refer to Appendix II Section B: 2.0)

B.1 Respondents profiles.

parameters	Strongly Agree	Agree	Neutral	disagree	Strongly disagree
Men	1	2	1	2	3
Women	0	0	0	6	10
Total	1	2	1	8	13



Source: Kenya Bureau of Statistics.

N/B: Each point on the scale represents the total score of each correspondence.

Data interpretation

No justification was given by the correspondence on why a girl child should be genetically mutilated

Establishing Gender Availabilities to loans:

The third study carried out was to establishing gender availabilities to loans, the specific objectives of the study was to establishing whether age, education level, gender, size of borrow family , purpose of loan , loan diversion, amount number of visits by loans ,borrower interests market , interest rates , loan processing and amount of credit obtained also benefited women .

The data was collected by use of questionnaires and analyzed and presented and interpreted as follows:

Table 3

Respondents profile :(Gender Availabilities to Loans);

(Refer to Appendix II Section B: 3.0)

FACTORS LEADING TO MEMBERS SURGE	TARGET (0)	EXPECTED	X²	PF
Gender	396	274.43	53.85	100
Borrowers family	412	362.97	6.62	100
Loan Purpose	388	230.08	108.39	100
Credit Obtained	412	350.61	10.75	100
Loan Pre disbursement	46	343.20	15.44	100
Interest Rates	236	111.63	138.56	100
Profits	436	413.76	1.19	100
Loan Diversion	388	211.90	146.35	100
Loan Diverted	436	377.90	28.48	100
No Of Visits	464	390.69	13.76	100
Borrowers Market	412	275.63	67.47	100
Income	388	210.68	149.24	100
Age	321	221.49	44.71	100
Education	330	244.53	29.87	100

Data Interpretation

Chi square: $X^2 = \frac{\text{the sum of } (O-E)^2}{E}$

E

Critical Value: $X^2 (r-1) (K-1) = x^2 0.05 (13) = 22.36$

Assuming alpha & is 5%, Then from the above, the critical value =22.36

The above showed that women were also given loans through NGO's.

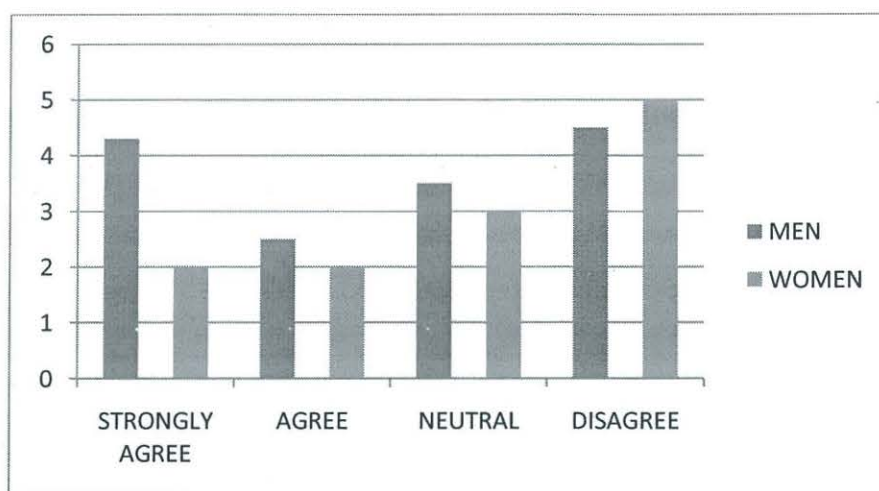
Social Economic Effect on Gender violence;

(Refer. To Appendix II section B: 5.0)

The fourth study was to find out how women were affected in the cultural environment and the Likert scale rating was use to present the results.

Representation of Socio- Economic Effect on Gender

Social Economic Effect on Gender Violence



Source: Kenya Bureau of Statistics.

N/B .Each point on the scale represented score for each respondent.

Interpretation of the results:

Most women were being forced into sex and to some stage were being used as sexual objects

Discussion of the results on the (Social Economic Effect on Gender discriminations):

The cultural and social constraints and harassment in the communities to women is still rife in Bungoma there is increased child labor as harmful traditions and norms continued in the societies.

High poverty levels in women and lack of employment of most women are contributing to the constraints women get. The social taboos, myths and cultural practices and the violence's under closed doors leads to women being abused silently. Women are economically and socially marginalized in most fields. Women contributed a lot in the society's activities and their efforts are not recognized

Factors leading to gender based discrimination in (Bungoma) district

The harmful aspects of the traditions, customary and modern preferences that violates the fundamental rights of women, social imaginations e.g. racialism, classic rights activities, feminists, lesbians, gays and bisexual. The harmful aspects of the traditions, myths, economic entrainments and frequent flash backs of the historical facts. The issues on rumor mongering and the propaganda of the deeds which had moral self images followed by, lack of empathy and the seclusion in the religious sects led to the frequent factors in the gender violence.

The threshold effects and the displacement effects, resulting into the breaches of law and the impunity practices in the society, led to the factors contributing to gender violence's. The inter-state conflicts and non structural measures, the presence of the militia

group, and the fundamentals that exists hence contributing to the social factors that contributed to the discrimination.

The poor cultural set up and the inheritance procedures that are out dated, and the community affiliation to the cultural myths that contributes to the repressive situation in women. The intensive rape abuse moments, the economic factor, drug abuses, economic stress, frustrating work instructions and peer pressures. The perceptions of men being the owners of women and hence contributing to their being used as sexual objects leads to gender violence.

Violence is part of the historical process; it is not natural born or biological determined. Male dominance over women has historical roots and its functions and manifestations, are in the culture change overtime. Oppression of women in the society ,the conditioning and the socialization of individuals and the nature of economic and social exploitation in any analysis of the phenomenal of violence . The causes of violence are as a result of economic and social forces which are within and without.

Economically, women are more vulnerable to sexual harassment, trafficking, and sexual slavery. Denying women economic power and economic independence is the cause of the gender violence, as it impairs their prolonged vulnerability. Exploitation of women in the social institutions , disempowering , and familial expectation which leads to the negative images of the self and inhibits women from realizing their full potential . The power relation Context, which controls, the knowledge systems of the world, the discourse legitimacy, the traditions, the, subordination of women, passive and the

submissive custom traditions and barriers are the causes of the gender violence.

The State in actions, negligence, and the doctrine of privacy, and the prejudice believes threats and intimidation, and repeated victimization are some of the causes of gender disparity in women. Cultural practices the inequality perceptions, and law and institutions barriers. The regulatory bodies', deficiency, inheritance rights and glass ceiling are artificial barriers which was only benefiting men. Past engagements and the multiple assignments contributed to gender violence.

Effects of Gender Discrimination in Bungoma District

Poor attitudes were developed by both groups which lead to social impoundments and blind economic frameworks that lacked plan contributed adversely to the gap between men and women. The wide array of interest in men and women has resulted into women being used as sexual objects by their counter parts.

The affirmative actions and the physical integrity of women have been forgotten. Sexual and chastity in men has increased, and hence the sexuality and harassment in women.

The perpetuated violence's and defilements of the minor group has increased as a result of gender discrimination, followed by forced penetrations. Sodomizing, imbeciles, and incest in the community have gone high due to an anticipated lack of support.

Threatened family structures, distress and pos-traumatized people, who are stressed, social stigmatization, damaged confidence and a cute fear. Women dependants are forced to divorce and develop

collateral effects e.g. Self esteem, night mere's, self blames, and aggression against peers.

Pre -selection of sex, i.e. male preferences, early marriages in women, has destroyed the honor and the dignity bestowed into women, the virginity test in women, use of force on women ,rape cases still exists in Bungoma . There was belittling of women, dependence which prevented women to participate fully in their potential. Most women potential remained laden because they were affected by fear of inferiority complex. Violence prevented women in participating fully in their life of community privileges.

In cultural context women were denied their existence as a sexual being with expectations. Women were suffering mentally and physically as a result of health problems due to subjections of violence and depression which led to personal disorders and removal of self esteem. The costs of the society in Bungoma county of Kenya have become very expensive as discrimination of women continues.

The costs superseded more tangible costs related to the quality of life, hence denied women's potential to participate fully in the society. It gave tortures to the culprits and direct assaults. Men become proud of the traditions believes saving them on most issues .It let to violations of International Obligation of the Number States. Prejudices and believes impaired equality and employment. Mental injury, neglect, maltreatment, economic exploitation, hazardous and harmful effects on social development has increased.

The effects of gender violence included child abuse, sexual assaults, physical and emotional stress and depressions. There was exposure to domestic violence especially in children, which even threatened their

concentration at school. Children experienced low learning abilities and lost the ability of having empathy to others.

Discomfort both social and economically increased. Confusion of what was acceptable and at times, people experienced more aggressive behaviors, income shrink, families went hungry and children grow up in behavior that perpetuated the cycle of violence. The negative attitudes bestowed to women resulted into girls being venerable. There was the likely hood of uncountable crimes as bullying and fighting among the two groups took effect. Some religious sects could not accommodated leadership from women because of their traditions.

The dependence ratio index of the nation had reduced. Occupational categories and social impediments had evolved. Impunity was being enjoyed by men. Homeless dumping, occupational segregation, federalism and militarisms were being experienced. The legacy of continues discrimination, and subjections to pervasive poverty in the society was being experienced. Self restricts in women was experienced as men spoke negatively about them. The potential clients in women were damaged as wrong signals were being passed. Violence brought glass ceiling.

Perceptions about Women's role

Over the years , barriers to women , total emancipation have collapsed , catapulting some of them , to the highest political offices while other parts took to the lead with the likes of Sirimavo Banda Ranaika, of Sirilanka, Gold Meir of Israel , Indiro Gathi of India , Margaret Thatcher of the United States , all coming to power and

welding it very well, African moment only came when Ellen Johnson –sir leaf became the 24th president of Liberia in November 2005.

The promulgation of the new constitution last August with the provision of one third slots for women in leadership positions, offered hope for Kenyans women but that was before the appointments of the top officials by president Kibaki in which he ignored the women, the prime minister of Kenya used the gender factor to reject the nominees. Argument have been raised in Kenya about the impossibility of applying the one third of rule in certain situations , like the vacancies needing only one person , to fill , but that is like introducing a red herring in the matter that calls for putting in place a clear modalities for dealing with such situations .

The emerging pictures is one where women are being relegated to the position of deputy even when they are qualified to the position to lead the respective dockets , a glaring example was the appointment of the late Nobel Laurent Wangari Mathai to the position of assistant Environmental Ministry in Kenya , while her credentials to lead the ministry were un marched . Clearly the struggle for women is far from over and there is need for fresh strategies if they have to have affair share of leadership, position among other issues.

Women in Kenya have given a good account of themselves as it is demonstrated in Martha Karua , Millie Odhiambo, and the late icon Nobel peace prize winner Professor Wangari Mathai.

Martha Karua has been seen on the fore front advocating for the key reforms in Kenya, and she has been an instrumental person working tirelessly among men.

Women have advanced in many things e. g by enforcing for International Women's Day in order to celebrate their respective appreciation, and love and their advancements in the political and social sphere. Women are perpetuated as sub ordinates or having stereotyped roles that perpetuates various practices.

NGO's Efforts in Overcoming Gender Discrimination

NGO's in Bungoma have really tried to assist the marginalized groups. In the agricultural sector , they have helped in improving food security, through advisory bodies that was addressing the need of proper farming methods that can increase the firm produces , they had isolated affirm at place called Mabanga Farmers Association where various crops were being planted in order to demonstrate to farmers the planting methods, that are productive .

Several mechanisms were put in place to address the issues of market information through the media on the prices of agricultural produces .They were several NGOs in the area, e.g. (PEAP) which was dealing with the issues of social work.

The Universal Declaration of Human Rights (UDHR) was dealing with the issues of rights of freedom and gender violation by the organizations through recruitments or those women who were suffering in silence at the closed doors. The area residents were also aware of the existence of International Covenant of Economics, Social and Cultural Rights (ICCPR) which was advocating for women in Bungoma to make them free from any form of harassment.

They were to analyze the root cause of the violence which was being caused by the government to their own people especially during the presidential dispute elections and forced them to address the

issues of Internal Displaced Persons in the area. The potential corrective and preventive action to address the issues of future violence was to be addresses

They proposed mechanisms and means that could in future gap up with such menace in future i.e. the removal of ethnicity in the societies have come out with both long term and short measures that was to be adhered to by the government through National Capacity Empowerments to women.

By the time of the research the NGOs were carrying out micro-level analysis of series of works which was aiming at fronting gender issues. They have created public confidence in terms of their performance e.g. Providence of launching Strategies for Collecting Actions that gives positive results to women. The NGO'S has fully provided Co-operate Guidance, Support and Advices through Bureau, Regional, advices, shaping and approving the broader programmes frame work based on regular Co-operate Guidance and Recommendations .

They have to initiate the overall time frame the key time frame and the key mile stones , that facilitates , the venues and the resource persons i.e. heightening tensions and functions in the society, thus creating opportunities and functions .

They have to reduce inherent or active tensions that creates neutrality by having planning for what brings gender group together by identifying potentials risks , conflicts and constraints for the vulnerable or marginalized group.

Recommendation on the way forward to combat Gender Violence in Bungoma district

Decentralization of policy , improving on the cultural , economic and to establish a safe zone that could be understood by the whole community through building of check points and balances .

Women should develop moral cement that have concrete strategies that promote equal participations. There was need to establish expertise and develop Economic Recovery Programs that enhances gender capacity through lobby groups towards the reduction of radical confrontation in the domestic homes. There was need to have a continual improvement to positively reinforce the behavior that can assist in culture change.

There is need to create performance expectations and commitments of both men and women, thus creating constructive and mutual understanding to give women the environment that actualizes their potential needs , as they contribute positively to the society building capacity. Women should develop globalization change and support each other and pull their energies together for their own success. Women should move to greater heights by responding to the co-operate policies rule, and address their core values by exploiting each individual diversities skills, knowledge and integration .

The leaders in place should have unity of objectives, empower their targets, and provide directions. The government should develop conducive environment that can give women confidence to address their issues. Structures put in place should reflect what was happening at the grass root level. The principle problems of the victims should be the ones to be focused on. The functional barriers that might hinder

the performance of the women should be changed harmoniously. Women should increase sense of purpose through mobility that is strategized. They should carry out extent analysis that is concise, and based on factorial bases evidenced by data analysis.

The use of the transformational model, and major shifts that co-operates the societal measures and deliverances should be made through balance score card. The reduction of the low poverty level through financial increases and inter-process. There is need to appoint the inner circle women to address the issues that women incur. Action of building moments of the new culture that is friendly and acceptable through primary standards and the fundamentals of the society. Women should have approach that is operational, efficient, and the one with economic returns to the society.

The issues presented should be practical, so that rehearsals, reinforcements, adjustments, and adaptive enterprises are made gradually. There must be complete fundamental shift for the success of the society, through road maps of the visions, values, and moulds that can accommodate the umbrella for diverse culture of the national norms. The taboos and the artifacts should be removed gradually. Self interests in men should be stopped. The strategic pillars for women should be their objectives well thought of, realistic and time frame.

The crucial moments in this sense, should create optimistic outlook that addresses the fear of the unknown, self interests, selection of the attentions, habit dependence, among other things that men fear. Women should have modification of the enthusiasm and acceptance of adoption. The culture metaphor that is full of believes,

ideals, missions, visions, and reflex bodies should be embraced for the benefit of the society. Prudent investment in women will help in the reduction of gender disparity.

Leaders of the society should not act as bench makers but instead, they should promote integrity that can lead to the manifested administrative methods which can promote culture change and developed images that links women through productive ventures. Women should develop a tool which is measurable and dependable by equipping themselves with preventive and corrective cost analysis, external and internal failure analysis, which should balance the experience and intuition that determines the root cause of gender discrimination. Proper interface should be instilled to boost the challenges women face in their domestic homes. The interface between men and women should be smoothened.

The deputy syndrome in women should be removed. Women should have the wholly owned credibility in the society as they undertake their cores. There should be representative balance of interests in such a way that no single interests predominates the other and the government in place, should initiate mechanisms that can audit and rationale commitments in order to address the issues pertaining themselves, whether internal or external. There was need to draw the scatter plot graphs to gauge the gender issues in such a way that tests of the departure from the normal trend is measured to gauge the weaknesses or the strength of the two groups.

CHAPTER FIVE

FINDINGS, CONCLUSION AND RECOMMENDATIONS

Introduction

The topic deals with the summary of the findings, the challenges, recommendations conclusions and areas of future research. The way forward will be geared towards eliminating gender violence and discrimination in Kenya and the world. Gender discrimination is increasingly prevalent and alarming.

FINDINGS

Gender discrimination is increasingly prevalent in Kenya (Bungoma) as statistics indicated. The extent of violence relating to post elections crises affected all dimensions and regions of Kenya, according to the statistics found in the violence recovery center. Violence in Kenya has resulted into physical and emotional wounds, where women were raped, offspring's resulted out of rape, unwanted babies were born and many people became infected by diseases.

Most women interviewed were violated during the violence that erupted during the post violence election process of 2008 in Kenya. The experience of women during that time was extremely horrible. Most women become widows, homeless, and attained impacts that will never allow them easily forget the dark period. The violated women were traumatized to the extent that no compensation could restore their mind back to where they were.

Violence cuts across social-economic boundaries while evidence from women themselves indicated that poverty triggered violence as

men refused to carry out their responsibilities .Conflict and rapid social economic change affected the external and social instability and new patterns of abuse triggered the situation .In context where individual men felt that their sense of masculinity and power was threatened, intensity and frequency of violence increased. The root cause of gender violence lied in non equal power relations between men and women .The consequences' of gender extended beyond the victims as it threatened the society. Effective violence response required institutional response, inter-disciplined co-operation and understanding of the community as a whole.

Most women developed poor attitudes towards men as they felt that they were only being subordinated to men. The physical integrity in women was lost due lack of privacy. Sexual harassment was still rife in women. The defilement of the inner group was still on the high. Forced penetrations in women and even incest in the communities was still in existence, the virginity test in women created vulnerability and dependency. Most women potential remained weaker due to the inferiority complex. Discrimination Prevented women in participating fully in the communities activities

A woman in reality has been denied her existence as a sexual being and they suffered physical and mental traumas. Women were being tortured on the daily basis as they incurred mental traumas and injuries followed by malpractice and multi-treatments. Religious Sectors also contributed to gender violence i.e. they considered women as "unclean ".

There was occupational categorization where women were stereotyped on certain roles. Most of the societal cores were

performed by women and yet they were not paid. There was prejudice in men as they carried out their duties. There were animalistic behaviors' in men followed by the ideas of reciprocity in people of Bungoma.

There was survival for the fittest and this came out clearly in demonstration , especially when women credentials did not fit any or surpassed those of men's , they were subjected to deputy syndrome even though they were the most qualified. The research realized that there were barriers at the level of criminal justice systems and lack of sensitivity among women. Minimal confidence in the way Police handled sexual violence cases evidenced the issue of women being neglected.

Women feared the police; hence they preferred not to report some cases. There were limited specific and affordable support services for victims e.g. sanitation services not being adequately enough. Violence against women occurred both within and without the family and it took various forms.

Male dominated over women and it was found to be historically rooted. Women functional activities, as manifested over time, denied them economic power and indented roots. An independence woman was denied economic powers of expression in feminist's way especially when reporting to police on matters pertaining domestic violence. Women were succumbed to damages of their health, in order to comply with beauty standards that men looked for in a beautiful woman. The culture and the traditions were the frequent tools used to illustrate the concepts of misbehavior and the cognitive aspects in men.

The present generation was being abused by intimate partners in the homes and incest was being performed to the young girls by those who were meant to be protector's e.g. their fathers. Evolution of lesbians was on the increase especially in the prisons and the refugee camps. The effect of gender discriminations let to exclusiveness of women in the communities' socio duties which contributed to reduction of Gross Domestic Index of the Nation (GTI).

The trauma caused by the violators took too long to come out of their minds. Corruption was on the high as ethnic and cultural norms were being fronted in the society. Negligence of women would eventually result into Nations that were not healthy. Fraud and political tensions resulted into gender violence's and sexual exploitations where women suffered mental psychological trauma and tortures.

Stigmatizations and forced union cycle rape was on the high, which resulted into unwanted pregnancies, economic dependencies and emotional and depressed life. The aggressiveness expressions of sexuality in men, rough sex, male dominance, and hegemony were being experienced by women. Most of the cases on the gender issues remained unknown and unreported because of fear, shame, embarrassments and lack of awareness on the law.

Sexual slavery, exploitation, and exchange of sex in order to win favors by men, especially from single mothers, who wanted to secure their families livelihood to gain access to food. The security forces personnel, who were supposed to protect women were the people who prayed on them. Single women exchanged sex with men in favors of food in order to survive. Married women were less vulnerable

to external source of sexual aggressions, but they remained silent and vulnerable to violence caused by their intimate partners.

Those behaviors had different bad and harmful (long term) effects on women as they suffered immeasurable scale in their lives due to the stigma of having been rapped. 82% of the people interviewed did not report violence case to the police and the reason established at the time of research was that they feared shame and embarrassments from the society by defining what the society considered as a crime . Domestic violence to women was referred to by the society as Private matters that needed to be solved in the bed room.

Men have developed poor attitudes about women. Women cared and contributed a lot on the dependence ratio of the nation. Discrimination of women has led to the reduction of the substantial progress in Kenya. Women subjected to immense questions and pressures not to expose the wider community into shame by revealing what had happened to them through closed doors.

Men promoted adulteries life and that was marked in the polygamist homes. Impunity practices were enjoyed by men as morality and ideology increased. There was injury to dignity, Systematic denial of full human rights and emotional feelings in women. Discrimination damaged potential future development. The aspects of social imaginations, frequent flash backs of the historic facts and the propaganda of the deeds were the main reasons behind gender violence in the communities.

CONCLUSIONS

To overcome the discriminations, there must be gender mainstreaming efforts, Provision of working committees and

comprehensive documentations of gender issues. Having provisions of tools that analyses the activities and access to control profile. Developing strategies through workshops and monitoring evaluations indicators. Having different target groups and practicing public institutional pluralisms. Every person should be responsible, promoter of democratic relations and create peace in order to overcome discriminations.

There was need to remove imperialism, and glorification of the male velour and frame work the societal thinking into creativity. . Monitoring and evaluation indicators should be mobilized to utilize the available resources and to identity new available resources. There should be need to sensitize the stake holders or the decision makers, to develop tools of measuring progress and spot check balances. Lessons should be drawn through role models. There was need to form a foundation for proper psychological, physical and social development of the child girl, through protection and security improvement.

The life cycle approaches should be improved and reviewed to identify the key risks and gaps. There was need to understand the inter-linkages and holistic perspectives' that underscores gender issues, through capability frame work and domestic sustainability change. The policy intent should be well communicated, intensive care should be taken, and orientation and enrolment campaigns should be well strategized in order to attain the set goals. The constraints, barriers and the challenges should be well analyzed. The challenges involved in the education sector, should be addressed and women educated to provide a pool of women professionalism, to be selected from for different activities when need arises.

There was need to develop good interface between men and women. The current agenda should be reviewed. To reflect gender responsiveness .There was need to develop zero tolerances mechanisms to be used to test and establish systems to stop use of "bona fide" seniority or merit to harass women. Gender violence should be considered as global pandemic in order to be addressed at the International level.

Political reforms should be done, the victims compensated and the proposed perpetrators of the violence's prosecuted. Necessary gesture in the spirit of true healing and reconciliation process should be instilled.

Women should be geared towards the reconstructions processes in the political and constitutional reforms. The upcoming decisions on land rights , punishments' of the perpetrators of the post election violence should take effects in order show justice to the victims .There was need to look not only on the roots of violence against women in times of conflict , but also generalized views on the reasons and root causes of violence against women by men in times of peace.

The new mechanism of handling and communicating about integrating social and ethical differences should be put in place in order to have comprehensive strategies through workshops and awareness programs. The leaders in place should preach responsiveness of every person in order to aim at improving cultural, economic and social environments that promotes equal participation through economic and social environment recovery programs that aim at the enhancement of gender capacity through lobby groups. The governments has to create performance expectations and commitments to the officers in the

ministries to aim at continual improvement in the gender affirmative actions

Women should also improve to greater heights by responding to the women voices of other Continental Nations of "let us unite and speak the feminists voices" therefore women were to increase their sense of purpose, through mobility strategies and perform extent analysis on the matters concerning their issues through transformed models. Women should think of having a complete fundamentals shift. Checks and balances should be made in the society to check on the individual behavior that could ruin the society, the consistence of response and tight security and recognition for all. There was need to have the Nationality and Control Safety where everybody realizes that self actualization. There was need to have society that does not have lust for power and instead promote personal developments that lead to social empowerments.

The reduction of the frustrating goals in the gender fields, and reconstructions of social environments, that eliminates culture based on social behaviors, will lead to the reduction of gender disparity. There was need to put power based negotiations that will eliminate domestic squabbles , ethnic nationalisms, wars caused by restless pursuit of power , the ideologies differences and anti- radicals in the societies and people should advocate for the a society change that incorporates gender .

The idea of fixation of policies for private gains, replacement of moral values and the exposure of the economic pressure to women should be stopped. The idea of revolutionary development should be embraced by all so that the benefits are realized.

There was need to reduce the power of fragmentation in the societies so that the gap between the rich and the poor narrows. The hierarchical basic of needs to gender goes beyond food, water, and shelter, the pyramids include safety and security, freedom from fear and anxiety, belongingness, personal fulfillment, identity, culture distributive justice and the participation of the civil society.

The moment the government decimates on the above items, and then violence takes root in gender. People in power should differentiate between needs and interests of its people. The impressive achievements should be encouraged and the fiscal loopholes sealed to reduced.

The ideology of money and the excessive degree of mobility by men should be discouraged. The income gap, variation between and within the society over time and lack of equality of conditions should be mainstreamed. Suppression of personal freedom and individualism, rationalism, and capitalism should be stopped and a call of respect of humanitarian rights instilled.

The religious exploitation for their own ends by declaring women to be "unclean creatures" should be discouraged in all scopes of spheres. Reduction of moral imperative global poverty and horizontal inequalities will lead to violence reduction. The violence in women and seduction processes leads to inferiority complex and fear of repressions which impacts unfairly on their characters.

Political friction, social fabric and political trifle institutes fear in women and hence they become comfortable when given deputies in the government organization. The religious exclusions, political

economic discrimination, cultural elegance and struggle by men to take control of strategic issues enhance discriminations in women.

The wage price policies, high standards of living, unequal access to education and political tensions leads to gender violence in women. The Government of Kenya should realize that, it is their responsibility and not a right to address the root cause of gender discrimination in their societies and communities, they should realize that they have the responsibilities to protect frame work and sanction any irregularities that takes effect to each individuals including the gender group.

There was need to use conflict transformation methods to focus on the system and cultural change, through mutual understanding solutions, negotiations, and behavior modification mode. The structure should be tangible and reinforced.

The grass roots dialogues should be encouraged to enhance mutual relations that tangle the communal life. There was need to synthesis indigenous wisdom, to encourage the local's through evaluation processes and use of cultural relevancies. The idea of use of multi- technology that has new methodology, through proper team work thinking should be encouraged. The education in the society should be special in such a way that, peer groups educate each other on gender related issues. The historical past mistakes should be used as lessons to be learnt to evade repeating the same mistakes.

There was need to have promotion of justice and stop shifting blames but to address the abiding problems and to advocate for the alternative approach. The transparency, shared values should act as moral cement within our societies. The idea of nomadic thinking that creates harmony should lead to reduction of gender disparity.

The irreversible external forces in men should be stopped and instead revolutionary methods that goes beyond cultural classes be influenced. The available empirical evidences acquired by the full facts should be used through partial delinking and potential –delinking and recognition in terms of integrations to save the needs of the new future, that will be full of equalities between men and women in the political, social and economical arenas.

The rights of gender should be restored in the domestic homes where each individual determines the potential independences. There is need to develop comprehensive test ban and negative attitudes in the society addressed. Intelligence briefings should be given to stage for the new development in terms of ideas , which could give a clue to the best alternative solution there is need to remove stigmatizations , misconceptions, and incomprehension's that exists and seek for mutual understandings between men and women.

The policy on the gender issues should be simplified for the ordinary woman to understand. Media Propaganda and Pornography should be discouraged. Peace should be promoted in domestic homes. The domestic violence that takes lead under closed doors should be discouraged. The systematic use of rape, degrading treatment of women and the intimidation tool should be stopped and programs instilled geared towards positive self images.

Rapist should be sentenced to life imprisonment as most rapists threatens the victims with murder should they scream while in the act and therefore they should be judged with the attempt of murder. All the rape cases should be prosecuted by the state counsels. Session must be put in the panel code specifically criminalizing spousal

abuse. It was important that disagreement be solved in the context of social order so that it does not affect each group in a way that can cause problems followed by fairness.

There is need for women to continue net working and exchange visits, develop a regional policy that ensures gender sensitive participation. Provide criteria for gender compliance through gender co-ordinations programs that are affirmatives. Unit, reports in the society should be realized so that their conducts are measured. An individual affair should be a concern of the community and the society in which one belongs. Development is amoral issue, just as it has the impact on the social and economic stage.

Monitoring information in quarterly progress reports concerning women should be development and dialogue between societies sectors at national level done to identify the missing gaps. There was need to forge stronger partnership that triangulates gender information, summarizes key relevant points and implements the necessary changes that has been agreed at the annual review meetings, deliberating on the issues that can bring equality.

The society should use government national plans as the organizing principles in the strategy plans as they summaries the key relevant points. Follow up programmes through Agendas and Records, Circulars in the form of Revised Visions and updated Platform for Coordinated Co-operative of the highest quality for the benefits of the society.

There is need to have a performance improvement within the society impediments, to the activities outcomes and mid course

adjustments and lessons learnt from the historical past. The society should have the historical events across agencies about the analysis of external local , regional's evaluation , focusing on the themes to address the specific outcomes , predefined in the planning documents of the society and address progress at some fronts .

The outcome level should be improved to foster a culture that is result oriented among its partners through technical inputs that various Evaluation Specialists and the representatives should be bold to give commends and feedbacks solicited from the individuals through network discussions that are extremely health and helpful to the society.

End of impunity in the society and the strengthening of the accountability among individual behaviors' should be improved to assist in the development and the alignment of the individual informal and formal justice system. The option, of the early warning to gap for future eventuality that might happen to the society should not be ignored.

The people in power should ensure that there is consistence and checks, fairness and consistency principles that are uphold for development. The economic and political pillars frame work should be build on stability. Equity should be enhanced and infrastructure development, security in the public relations enhanced. The leaders in power should be result oriented, have trust and respect, for holistic vision for women.

They should impede their ability to sense change and respond quickly by balancing the why's and how's within the society. The cost of ignoring women in the society and the consequences' of improving

the women should be looked into. Measures should be taken , timely to legitimize references and successive events that could be understood by different perspectives and focus mainly on the highest denominators affecting gender by defusing future tensions and social recoveries of human development .

There is need to stop the assumption scenario, the cost benefit calculations to promote comparative justice. There is need to have authority, probability of success, proportionality and exploitation of other better means of resolutions towards filling inequality goals between men and women.

Let the expertise be used to establish a safe zone, an environment in which the two groups would have respect to each other, let the expertise use the task and be production oriented, in order to avoid the counter balance violence revolts in the gender issues addressed through discussion groups. To avoid sightedness and incapacity of inefficiency, the condemning power must be critically calculated. For the success of women, free opinion of expressions should be encouraged.

There is need to stop the crusades of the wickedness, ill motive persons by use of role models, campaigns, lobby groups, and well calculated strategies in order to promote gender issues. The government should Capture the concerns, held by both men and women in the electoral procedure , laws and policy systems giving additional ideas , relating to more structures and developing a powerful launching strategies for collecting actions that leads to positive results and public confidence that leads to improved capacity .

The state electoral machinery should provide democratic views, by adding additional results inputs. They have to formulate good quality result – outputs, outcomes and indicators and assess the risks and the assumptions. The NGO'S should have sanctions and understand the concerns of the people and recap the considerations in the planning processes.

They NGO's should combat gender Violence's by tracking strategies and actions , figuring effectiveness of development assistance .The NGO's has to address crisis situations that are dynamics by responding quickly to radical changes to ensure that, the changes are relevant through continual, situational and conflict analysis.

The tension between men and women should be reduced through risk analysis and a big picture of the perspectives of women in the society addressed through recovery settings. They should have enabling scaled out process to initiate development and National development of people's outcomes in the communities.

There is need to put checks and balances, indications and reductions of hostilities in the community through periodic discussions to access to the impacts of improvements. There is need to promote accommodation of one another in the society as equal partners, in terms of work force and economic frame work.

Discrimination in Kenya should be reduced through formation of objectives, policies, and programs incorporated into municipal laws. There is need to have depressions off sets, removal of despair and segregation in women by having draw board conclusion. The inter group income gap, racial range and consequently installation of laws

that are gender affirmatives, has established goals, composite feedbacks, and the Subject matter that addresses the root causes. the situational analysis should be done with clear guidelines of human rights features, the corresponding responsibilities where ones right becomes another's responsibilities , it therefore point out that each individual is responsible in upholding , human rights fundamentals as it safe guards mutual respect , harmonious development and permissive limitations. There must be intersectional perspectives in all programs, policies legislations and the simultaneous nature of the women's experiences of the various forms of discriminations.

The under pinning of hindrance and the respect of diversity of gender violence should be stopped and the awareness of the multiple nature of the discrimination staged. The multiple-cultural practice that reinforces certain strategies to intersectional and simultaneous nature of multiple discriminations should be theoretically and practically addressed. The activities of the rural communities in the developing society being done mostly by women and taking a longer time, the stake holders should introduce new technologies that can speed up time frame taken to accomplish certain activities i.e. through improved methods of technology and machinery.

There is need for women to get awareness programmes on the mortality and mobility ways, following the steps for mobility and planning, for safe motherhood, in the thermal environment through community empowerment. Women should attest to the fact that institutional and cultural changes needs to be agitated for in the practical aspects and the entire women must be vigilant and more practical in issues in all spheres "challenging the status quo." The

Kenyan laws which have loopholes should be sealed to suit the practical aspects.

The sexual offenses in the marital context s, the spousal rape, and the power relations in the marital partners should be addressed. The government should review the indecent assaults which refer to bad languages, sounds that men use to lure women into sex, to defilements {sec 157}, the incest {sec 166} which deals with only the age limits i.e. persons below the age 14 years, while not addressing the other bracket of age group. The lesbians and the sodomized persons are not addressed.

The handling of gender violence by the officers in Kenya leaves a lot to be desired, the members lack confidence in them, and hence more women suffer in silence. A different body should be formed to deal with rape issues a part from the police. A social and counseling body that was quite independent should be formed.

RECOMMENDATIONS

Decentralization of policy , improving on the cultural , economic and to establish a safe zone that could be understood by the whole community through building of check points and balances .

Women should develop moral cement that promotes concrete strategies and participations. There was need to establish expertise and development of economic recovery programs that enhances gender capacity through lobby groups in the reduction of radical confrontation in the domestic homes. There was need to have a continual improvement that reflects positively and reinforces the behavior that can assist in culture change.

Women should develop a tool which is measurable and dependable. They should develop preventive and corrective measures and do cost analysis to address external and internal failures within themselves in order to balance the experience and intuition that determines the root cause of gender discrimination.

Proper interface should be instilled to boost the challenges women face in their domestic homes. The interface between men and women should be smoothened. The deputy syndrome in women should be removed. Women should have the wholly owned credibility in the society as they undertake their cores. There should be representative balance of interests in such a way that no single interests predominates the government in place. They should have audited and rationale commitments in order to address the issues pertaining their challenges, whether internal or external.

There was need to draw the scatter plot graphs to gauge gender issues in such a way that tests the departure from the normal trend which should be measured to gauge the weaknesses or the strength of the two groups

What the NGO's should do to stop Gender Violence in Bungoma

The NGO's should act as awareness watchdogs that address the potential challenges that promote the inclusiveness of women. They should expand partnerships in order to reach to the community, through proper net workings. They should carry out research in order to promote gender issues. The research should include different life cycle approach as to issues relating to role models. They should involve

multi discipline audience fields in order to gather wide views from the individuals.

The NGO'S should recognize the existing government in order to assist in the net working of activities and promote income generating activities (IGA) to boost women's economic status and empowerments. They should form umbrella groups in order to engage in the capacity building programs. They should highlight the selected critical areas of concern and bring to the government attentions. They should enact and enforce implementations of accountability process by the government in place and hence promoting the transparency and financial institutional access to women issues .The NGO'S should look for ways that gears to gender responsiveness and means to eradicate poverty in the communities.

They should formulate standards that are universal , and ratify the fundamentals of the (ILO) conventions, through innovative actions .They should convene regional meetings and network through media . They should perform gender analysis to gauge socio-cultural perceptions and help in the review of unpopular laws. They should prohibit stigmatization of women through abusive behaviors and harassment. They should limit the autocratic movements of governing, through Universal Humanitarian Human Rights.

They should build public support and engage in active advocacies process to overcome discrimination at the work place. They should develop broader grass root base that influences public opinions through formal and in formal decision making bodies that addresses challenges, threats and opportunities that women experience. The NGO's should map out women's plan of action,

through identifications of collaborations, campaign federations and develop consistent follow up programs.

They should involve project development documentations and oversees national programs to identify, manage a partnership that links the results and resources to solve the bottle necks issues. They should access the overall performance, manage portfolio of programs to achieve targets through elaborated frame works and monitoring scopes. They should triangulate risks and contributions to the outcomes through building of the safe guards and work plans. They should carry out deliverance of outputs by implementing activities and programs frame works. They should develop review mechanisms e.g. poverty reduction and formation of New Partners for African Development (NEPAD) to identify, monitor, and evaluate developments.

They should act as an inter agency groups that corresponds outcomes that has inclusive discussions to ensure synergy and co-ordination by reinforcing common goal through partners, as they carry out the matrix reviews that meet human rights standards .The agencies should aim at improving Human Rights by advocating for issues that reflects the holistic views on the ground. They should carry out researches through in depended bodies to give evidence based decisions that has a wider scope. They should establish thematic evaluations to ensure cross cutting themes that has significant meanings

Recommendations towards Kenya Governments in order to overcoming discrimination in Bungoma

Providing technical staff and discussing Bill(s) and equipping the key actors with the required skills. Having law reforms and practicing cost effectiveness by developing machineries that can interpret gender disaggregated data. Commitments by the government should include opening gender resource centers that increase the affirmative action's in women. The Government should restructure the ministry of labor to have functional groups.

The government should sign conventions e.g. the Common Wealth Plan of Action and the Beijing Platform for Action in order to compare and contrast of their practices. The Kenya laws should be reviewed to reflect the affirmative Action. The budgetary allocation for the gender group should be increased. The government should enact pay act to women that reflects equal pay for the group without segregation.

There would be need to audit government policies i.e. migration and asylum laws, "anti-racist" policies and develop gender specific manifestations that integrates an intersectional approach to the work of gender. The government should decentralize policy by having development programs rehabilitation of government systems to reflect practical issues on the ground. There was need by the government to ratify Childs rights because charity begins at home. The citizens should be protected equally without bias. Women should be involved in the policy making bodies and freedom of expression embraced. There is need for the government to modernize the Agricultural sector so that the core works for women reduces through time management proceeds.

The tax laws, land tenure laws, employment acts, divorce acts, should be reviewed to reflect gender responsiveness .there is need to Promote decision making bodies through local chiefs to reach to the locals through proper mechanisms. The government has to improve health and sanitation of the community. There should be at least one day set aside for women to reflect on the issues of their concern and the government to recognize women efforts.

The budgetary should be reviewed to reflect, incorporate and access the present situation and recommendation made. There should be improvement to the economic and political sphere that has capacity building within the legal systems. There is need to have lobby activities that reflects and highlights the concerns of women. The present political arenas and the environment should be improved. The government should create departments to deal with women issues both in the administration sphere and the political sphere.

There should be direct targets concerning women that address women's external and internal issues and source funds to accomplish their qualitative and quantitative aspects. The cost sharing's should be arranged to subsidize costs in the Health and Agricultural fields. There is need to project pilot programs to the locals, and produce Bulletins, exchange programs and retro modify the design to capture related immediate objectives through commission liaison officers. They should develop planning and evaluation tools that mandates gender issues in all government administrative bodies.

The government should task all human resource capacity to reflect gender responsiveness. The situational analysis should be done to integrate issues concerning women. The states has to provide health

services equally, to the rural women they should be given access to the fundamental Rights of Women through Declaration of Elimination of the Violence against Women (DEVAW). The states have to condone prevalence's of violence in the community through well connected mechanism. Under the legal Frame work of Kenya, it has to adopt the International legal Frame work standards on Violence Against women and more so on the field of human rights . The Universal Declaration Human Rights (UDHR) in which Kenya is one of the state.

The Government should develop Poverty Reduction Strategy based on the development plans and Co-operate Strategic Plans and Community Unit Specific plans. The government should plan and mobilize resources that targets the intentions that mitigate the effects .The government should focus on the national owned priorities and the results should reflected in the guiding principles that intensifies the calls of accountability. They should establish an independent evaluation of the adoption and use of the results based mechanisms that are operational and gender oriented .Practical guidance on how to plan, monitor and evaluate, should be encouraged through a pre-requisite for effective program design.

They should encourage comprehensive culture change of the society through a basic understanding , and guiding principles in their policies with clear baseline that targets gender responsiveness the government should increase gender quality monitoring procedures , through Development Partners , Crisis Preventions and Recovery Partnership Bureau . The government has to start the implementation process, principles, norms, standards, policies and the responsibility of each individuals through matrix score cards.' The government should

break even and beyond points that establishes gender in employment sectors.

They should encourage the spirit of innovation, redefining the locals and the regional economic land scopes, and develop bold indicators for women in the communities. The government should encourage women to go for new opportunities that indeed favors brave and humble beginning transfers into successful enterprises, behind the break even points that can sustains their success. The government should keep their promises to the people as they net work their results through realistic set targets.

Appropriate responses to gender issues should be instilled to ensure security for the survivors. Arrangement to courts for the victims should have programmes that targets Humanitarian Development Actions, linkages of sub-clusters to improve on multi-sectional preventions and responses, legal, justice and special focus on women. The government should increase global attentions and provide the inference teams and key informants that provide directions , through maximum potentials facilitation and creating conducive environments for women .

They should set challenges that seek out new ideas , risk takers in order to abolish blames and acknowledges achievements as they promote integrity. The government should fully conceptualize the roles of performance systems so that it constitutes the critical resources that are effective through co-operate team and individual goals.

The government should handle peculiar behaviors in the society through the cascade principles that determines the transform model of

a major shift. They should look for a way forward; to co- operate levels and deliverance by use of a dimensional major shift. The government of Kenya should be factual while making their decisions for mutual improvement of the society by developing (Plan- Do – Check -Act (PDCA). They should allocate resources and measure the effectiveness. They should measure intellectual capital, optimized effectiveness, economic growth and prosperity. The input output should be measured to attain the overall achievements.

Under strategic management, the government should balance the scores, business planning, dash board scores, and competitive enhancements, perform authority matrix and trend graphs to gauge on gender issues within the society.

Under what the government should " Do" they should check on values , policies and objectives in place , management by objectives , internal and external communication, acquisition of resource management , Economic Value Added and perform payback period analysis .

Under the "Checks" by the government, they should do the assessment, audits; balance the score cards and perform bench marking. The output should be measured through the overall achievements of women, improved economic effectiveness, enhanced gender relations, improved productivity, credibility and sustainability.

The government should involve women in their plans through authority matrix, competence matrix, job design, open business and having responsibility matrix. Women should be part of the society. During any recruitment for any awareness training, the government

should monitor, enhance team building, professional development and provide suggestion programs where women can air their views freely.

Even though culture change might be a partial a paradigm shift and encounter resistance, the government should stand up and claim the impact assessment and the effects of the same. The government should practice the fundamental principles and impacts of leadership e.g. being business oriented, and having focused factual. The decision making body should have mutual understanding, and articulating goals that are measurable. They should have plans of actions. What the Victims should do in Bungoma in order to Overcome Gender Violence

They should show their interests and commitments and conduct their own demographic analysis that could remove the inferiority complex that continues to exist within their perceptions. Women victims should use the resources that are available to publish and engage in the networking that is real and practical. Every voice of woman should speak as their issues are related. They should stop being comprised by men as their sexual objects.

They should practice, community development transformation through sensitization projects and develop lobby groups that could create self esteem and integrity. Women should stand up in the political arena and claim for seats so that they can be the voice of the rest as the Kenyan constitution proclaims. Women should participate fully in the legal and judiciary frame work. They should establish women circus and net works so that they should build self esteem and communicates feminist's views to capture the broad view of the women.

They should learn from the past history and focus forward to the culture of evaluation of their works, and the culture that is not oppressive. The victims have to establish clear links between the past, present and future. They have to extract relevant information from the past and the ongoing activities for fine tuning and re orientation for future improvement.

The victims should have to provide the real time frame information required by the stake holders in order to in- depth; assess the problems, through baseline data analysis. The victims should maintain good will and mutual understanding between men and women by having communication both inwards and outwards through extend analysis.

Predicting the consequences of their actions and noting that associate is judged by its behavior and therefore the victims should have public relations that are good. The victims should persuade the society using the right perceptive and illustrations, lay out, based on the theme of better understanding.

There is need for marketing gender strategic, methodology and building up of education in the society about culture change. Cost effective, economically productive strategies, projection of long term and short term schemes and demonstrations that favors' the victims should stop the perceived images, prejudice, and apathy as they ignorance has no defense. The wishful thinking of men due to the outside opinion of thoughts, based on their fantasies should be stopped.

The creation of free flow of information that addresses really needs was necessary. The objectives to identify barriers and

generation of new brain stormed alternatives were to be checked. Let all the discussion to be in a relaxed atmosphere that thrushes out any details to reduce tension.

They have to be tactful, patient and tolerance, periodically discuss evaluations and give credit where it is due. Women should feel free in creating the input thematic evaluations while voicing the expectations and issues that are more powerful than the circumstances that surround them. Women should have to put their issues in the executive summary as they work for the best fit alternatives towards their status quo.

What the local communities should do in order to stop gender violence

The local community should in general ask for their rights through NGO's and the activists on the ground in order to address the challenges that they face. They should improve in their communication system through awareness programs, bulletins and media. The community should review their existing laws e.g. the marriage ordinances laws, rights to physical integrity, inter- alia abduction, wife beatings, norms and all traditions that affects them negatively.

At the community level, people should change their perceptions and force the government to implement what was passed at the Beijing Declaration of Global Platform that could empower women. The community should be ready to learn from the historical events and reflects on the new innovations. They should select experts to represent them at the local level and the National level.

They should perform regional networking to capture broader perceptions on the ground. The locals should outsource bodies that could deal with reduction of poverty at the community level. In order to ease women's work loads systematic matrix, development through partnerships and strategies that are efficiently effective. The community should establish field visits and spot checks through local chiefs to determine the rate at which the domestic violence was accelerating in the society through extent analysis.

The leaders at the community level should apply performance indicators and report to the activists about the situation on the ground. They should determine internal and external contributing factors that affect the effectiveness, efficiency, sustainability and determining impacts that the society should address in order to streamline gender issues. The locals in general should generate the output statement that provides, develop, organize, publishes, procures and gives, engagement, to the stake holders and link the society to the National Participatory Forums. The locals should check on the, future initiatives and anticipated problems to be highlighted so that alignment and harmonization processes are looked into. The challenges, lack of resources and innovation should be addressed by the existing government. The locals should be very keen in addressing the multi – problematic situations that might arise due to the consequences of other initiatives.

They have to be (SMART) in handling issues that pertains themselves through scheduled programs that are functional and operational. The society should integrate gender elements in their work plan, as they address gender issues. They should form organizations where opportunities, challenges and lessons of

developments on gender code units are addressed, through regional programs and best practices. The community should attain Performance Indicators to gauge on the poverty level in the community and recommend the set up issues arising within the society.

Women victims should have a vision of impact and be brave to promote their ideas by developing a competitive spirit of high performance, positive attitudes, co-operative policies and being participators at all levels.

The victims should not shy away to tell off the Government politely the consequences of being marginalized and violated in the society through a team work spirit. Women victims should exhibit politeness and tactful, intelligence, resilience, commitments, self confidence and intelligence exhibition of leadership. They should be self confidence and exhibit leadership qualities that are enthusiastic. The victims should demonstrate initiatives that portray willingness to accept.

Areas for further Research

There was need to research on the Fundamental Freedom of women especially in the political, economic, social and cultural arena. The researcher should incorporate the freedom of speech, freedom of marriage and the freedom of women deciding when to have sex and with whom.

There should be future research in investigating the stereotype roles that has been associated with women , to establish the causes , effects ,and impacts in regard to the societies developments .

The research to be carried out in future should investigate the mechanisms used to put Affirmative Actions in the social-economic and political sphere especially the appointments.

(Gender violence in employment sector)

Gender violence in men should also be researched on to check on the causes, effects, impacts and the way it can be combated.

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APPENDIX 1 A

TRANSMITTAL LETTER

**OFFICE OF THE DEPUTY VICE CHANCELLOR (DVC)
COLLEGE OF HIGHER DEGREES AND RESEARCH**

Dear Sir/Madam,

**RE: INTRODUCTION LETTER FOR MS. NANCY DINAH OLOOKO REG.
NO. MCR/10023/81/DF TO CONDUCT RESEARCH IN YOUR
INSTITUTION**

The above mentioned candidate is a bonafide student of Kampala International University pursuing a Masters Degree **in Conflict Resolution and Peace Building**

She is currently conducting a field research for her thesis entitled, "***Gender Based Discrimination and Socio Economic Duties in Kenya; A case study of Bungoma District***".

Your organization has been identified as a valuable source of information pertaining to her research project. The purpose of this letter then is to request you to avail her with the pertinent information she may need.

Any data shared with her will be used for academic purposes only and shall be kept with utmost confidentiality.

Any assistance rendered to her will be highly appreciated.

Yours truly,

Novembrieta R. Sumil, Ph.D.

Deputy Vice Chancellor, SPGSR

APPENDIX IB
TRANSMITTAL LETTER FOR THE RESPONDENTS

Dear respondent,

Greetings!!

I am a student at Kampala International University (KIU). I am undertaking a research study on "***Gender Based Discrimination and Socio Economic Duties in Kenya; A case study of Bungoma District***" as a partial fulfillment of the requirements for the Degree of Master in **Conflict Resolution and Peace Building**. As I pursue to complete this academic requirement, may I request your assistance by being part of this study? Your responses will be used for research purpose only and your identity kept confidential.

Kindly provide the most appropriate information as indicated in the questionnaires and please do not leave any item an answered. Any data from you shall be for academic purposes only and will be kept with utmost confidentiality.

May I retrieve this questionnaire in 1 week after you have received it?
Thank you very much in advance.

Yours faith fully

Olooko Nancy

(Candidate)

APPENDIX II

CLEARANCE FROM ETHICS COMMITTEE

Date _____

Candidate's Data

Name : **Olooko Nancy**

Reg.# : **MCR/10023/81/DF**

Course : **Masters in Conflict Resolution and Peace Building**

Title of Study: "***Gender Based Discrimination and Socio Economic Duties in Kenya; A case study of Bungoma District***"

Ethical Review Checklist

The study reviewed considered the following:

- ☐ Physical Safety of Human Subjects
- ☐ Psychological Safety
- ☐ Emotional Security
- ☐ Privacy
- ☐ Written Request for Author of Standardized Instrument
- ☐ Coding of Questionnaires/Anonymity/Confidentiality
- ☐ Permission to Conduct the Study
- ☐ Informed Consent
- ☐ Citations/Authors Recognized

Results of Ethical Review

- ☐ Approved
- ☐ Conditional (to provide the Ethics Committee with corrections)
- ☐ Disapproved/ Resubmit Proposal

Ethics Committee (Name and Signature)

Chairperson _____

Member's _____

APPENDIX III
INFORMED CONSENT

I am giving my consent to be part of the research study of Ms. **OLOOKO NANCY** that will focus on "*Gender Based Discrimination and Socio Economic Duties in Kenya; A case study of Bungoma District*" I shall be assured of privacy, anonymity and confidentiality and that I will be given the option to refuse participation and right to withdraw my participation anytime.

I have been informed that the research is voluntary and that the results will be given to me if I ask for it.

Initials: _____

Date _____

APPENDIX IV

RESEARCH INSTRUMENTS

Read each question carefully and provide genuine and reliable responses. Indicate each response using annex 'X'. For open ended questions give short and precise answers.

SECTION A: social demographic characteristics of respondents:

Gender:	
(a) Male	
(2)Age	
(a) 25-34	
(b) 35-44	
(C) 45-65	
(3)Marital Status:	
(a)single	
(b) Married	
(C) Widowed	
(d) Others specify	
Levels of Education:	
(a) Primary	
(b) Secondary	
(c) Degree	
(d) Masters	
(e) E others specify	
Occupational:	
(a)Farmer	

(b) Business	
(c) Students	
(d) Others specify	
Are you regular residents in this community?	
(a)yes	
(b) No	
How long have you been in this community?	
(a) 5-10 years	
(b) 10-15 years	
(c) 15-20 years	
(d) Others specify	

Government Projects

Express in your own opinion whether projects in your communities are initiated by the government and NGO'S are benefiting men, women or both, in your field of specialization.

Sector / Projects	Men	Women	Both men and women
Agriculture			
coordination			
Early recoveries			
education			
health			
Nutrition			

Genetically Female Mutilation

Express in your own opinion in the table below by marking appropriately what you know about genetic mutilation processes

Statement	Agree	Strongly Agree	Neutral	Disagree	Strongly disagree
Female genital mutilation reduces desire for sex					
Removal of clitoris enhances fertility					
Without being genetically mutilated you are unclean					
Mutilation prevents vaginal cancer					
Intact clitoris generates sexual pleasure					

Gender Surge for Loans

Answer the following questions (members surge for loans)

Gender	Loaning body	Family members	Purpose	Interest rates	Profits	No. of visits	Loan develop ment

Vulnerability of women to HIV/AIDS

Express in your own opinion in the tables below by marking appropriately about your feelings on gender.

(Health)- Vulnerability of women to HIV/ AIDS

Statement	Agree	Strongly	Neutral	Disagree	Strongly
There is lack of consistent medical due to poverty among the infected women					
Treatment of men with HIV/AIDS. considered more urgently than women					
Increased incidents of incest leads to HIV/AIDS					
Unstable government leads to women n being venerable to HIV/ AIDS					
Ignorance in women leads to HIV/ AIDS					

Socio-Economic Environments.

Express in your own opinions in the table below, by marking appropriately about gender violence in the social -economic environment.

statement	Agree	Strongly Agree	Neutral	Disagree	Strongly
At least out of the women has been raped or coaxed into sex					
Poverty causes violence in the social fabrics					
Social taboos , myths and cultural practices causes violence					
Marital rape and domestic brutality happens within closed doors					
Women are used are domestic sex workers					
Cultural codes favors men than women					

**CURRICULUM VITAE
NANCY DINAH OLOOKO**

PERSONAL DETAILS

Surname : Olooko
 Other Names : Dinah Olooko
 E-mail address : nancy Olooko @ yahoo.com.
 Mobile No : 0724296565
 Date of Birth : 1967
 Age : 45 years
 Gender : Female
 Marital status : Married
 Nationality : Kenyan
 Religion : Christian
 Language : Luhya, Kiswahili & English

A: PROFESSIONAL COURSES.

Period	Course	Course Content	Institution
2009 – 2010	Masters In Conflict Resolution Decision Making and Peace Keeping (MCR)	Strategic Intelligence Negotiation Mediator & Bargaining Statistical analysis Economic competition Management Decision Making Managing Organization Behavior	Kampala International University
2003 -2008	Degree in BSC	Creative and Critical thinking Communication Skills	Kenyatta University

B: EDUCATIONAL BACKGROUND (ACADEMIC QUALIFICATION)

YEAR	COURSE	QUALIFICATION	INSTITUTION
2009 - To date	Masters in conflict Resolution Decision Making & Peace Building		Kampala International University
2003 – 2008	Degree (BSC. Science)	Pass	Kenyatta University
1982 – 1986	Kenya Certificate of Secondary Education	Division II	Goibei Girls High School
1973 – 1981	Kenya Certificate of Primary Education (K.C.P.E)	A-	Shiral Primary School

C: Other Additional Achievements (Trainings)

Year	Course	Qualification	Institution
June 2006 –December 2006	Introduction to computer	Distinction	Shifted Institute of Engineering & Technology
June 2011	Driving License	BCE	Budget

D: Training and Seminars

Period	Course	Institution
14 th – 15 th Feb 2012	Implementation Course (ISO)	Competitive Options Ltd
8 th – 10 th Feb 2012	Auditors Course (QMS)	Competitive Options Ltd
27 th – August – 30 th August 2010	Gender Equality	PANAF (COTU) K
19 th – 23 rd May 2004	Worksite Motivator	USAID (ALPHA II) Western

14 th – 15 th May 2004	Benevolent Movement	Nzoia Guest House (Bwela Association)
25 th – 29 th April 2000	Peer Education Course	FPAK (IPACT) Kenya
23 rd – 25 th April 1998	Leadership & Communication Skills	Co-operative Movements
June 13 th – 14 th 1991	Leadership Course	(COTU) K

E: WORK EXPERIENCE (JOB PROGRESSION)

Period	Institution (EMPLOYER)	Job title	Major duties
2011 – To date	Nzoia Sugar Company Ltd (Quality Assurance Section)	Quality Assurance Supervisor	Evaluation of QMs, reports, strategic planning & Implementation
2008 – 2010	Nzoia sugar Company Ltd (Quality Assurance section)	Senior Charge hand	Data interpretation and Evaluation
1995 – 2007	Nzoia sugar company Ltd (Quality Assurance Section)	Senior Analyst	Data compilation & report making
1988 – 1994	Nzoia sugar company ltd	Analyst	Analyst of reports & materials

Career Aspirations

Creating environmental peace and promoting healing processes through interpersonal skills and strategic planning.

Hobbies

Reading journals, writing Research papers,& making friends.

REFEREES

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Joseph Murundu
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