



**Journal of International Business, Innovation and Strategic Management**

2022: 6 (3): 1 - 14

ISSN: 2617-1805

---

**ROLE OF POLITICAL DECENTRALIZATION ON WOMEN LEADERSHIP IN KENYA POLITICAL ELECTIVE POSITIONS**

**\*Wilfred N. Wainaina, Prof. Mike A. Iravo<sup>1</sup> & Dr. Muchelule Y. Wanjala<sup>2</sup>**

\*PhD scholar, Department of Entrepreneurship, Technology, Leadership and Management, School of Business, Jomo Kenyatta University of Agriculture and Technology. Kenya

<sup>1</sup>Professor of Entrepreneurship, Leadership and Management, School of Business, Jomo Kenyatta University of Agriculture and Technology, Kenya

<sup>2</sup>Senior Lecturer of Entrepreneurship, Leadership and Management, School of Business, Jomo Kenyatta University of Agriculture and Technology, Kenya

Corresponding Author Email: [wainainaw@gmail.com](mailto:wainainaw@gmail.com)

**To Cite this Article:**

Wainaina, W. N. Iravo, M. A. C. & Wanjala, M. Y. (2022). Role of Political Decentralization on Women Leadership in Kenya Political Elective Positions. *Journal of International Business, Innovation and Strategic Management*, 6 (3), 1 -14

---

**ABSTRACT**

There is low inclusion of women in political elective position in Kenya. If this trend continues, women will be excluded in decision making in matters of development leading exclusivity of women which goes against the UN Sustainable Goal 5 on Gender mainstream and Non-Discrimination Policies to promote inclusion of women and disadvantaged groups in electoral and political processes as envisioned in Kenya vision 2030. It is against this that this study sought to determine the role of political decentralization on women leadership in Kenya political elective positions. A descriptive research design was adopted with a positivism philosophy approach, A simple random sampling method was applied to select a representative sample of the study.

1 | Page



This work is licensed under a Creative Commons Attribution Non- Commercial 4.0 International License.

---

The study target population comprised of 172 women elected in National Assembly and Senate. Primary data was collected through closed-ended questionnaires and secondary data was collected through published records; Statistical Package for Social Sciences (SPSS) version 25.0 for windows were used to facilitate data analysis process. The study findings indicate that political decentralization had a positive and significant relationship between political decentralization and women leadership in Kenya political elective positions. This study concluded that political decentralization which is a process of transferring political power and authority from central government to sub-national level of government. Political decentralization tends to support democratization by providing more opportunity for citizens and their elected representation to affect the creation and implementation of policies. However, lack of fully implementation of political decentralization among the parties' structures, legislative powers and biased political competition have contributed to marginalization of women from political positions. The study recommends that political parties in Kenya should ensure that women are allowed more power in public decision-making in political parties' structures; should support democratization by giving women aspirants more influence in the formulation and implementation of policies. The study further recommends that political parties should lobby for all the legislation on gender representation in politics in Kenya to be operationalized.

**Key Words:** *Political Decentralization, Women Leadership, Elective Positions, Kenya*

## **BACKGROUND OF THE STUDY**

Globally, the contribution of women in position of leadership have been recognized to contribute in economic, political and social spheres than the male counterparts. Studies like (Sakanko & Mangut, 2020) have shown that women are more sympathetic than their male counterparts are. The innate traits women possess makes them to be better leaders than men. In the view of Paweenawat (2018) and Hazarika (2018) affirms that women leaders are accountable, strict in following the rule of law, very effective and less corrupt. Further, international comparisons have shown that countries with more women in parliament or government have lower levels of corruption (Jetter, & Parmeter, 2018). Therefore, it could be concluded that a society that allows women into position of leadership do themselves a greater favour. Despite the positive contribution of women leaders in the society, statistics shows that women remain under represented at all levels of leadership. For example, according to Lee (2018) the proportion of women members of parliament was poor as indicated by the following developed nations; America (15.7%), Asia (14.3%), Europe excluding the Nordic states (14.0%) and the Pacific (11.8%).

In Africa, the situation is the same or even worse as Agbalajobi (2010) reported that overall women's political representation in the government of Nigeria is less than 7 percent. In the Kenyan context, based on the data from the 2017 general election, only 9% out of a total of 1883 elected seats in Kenya are held by women (Kaimenyi, Kinya & Chege, 2013). These available statistics depicts that the representation of women in position of leadership is worrying. There are many official declarations of intent over the years by government, Non-Governmental Organizations (NGOs) and international agencies nevertheless barriers continue to restrict women's inclusion in elective position. The first international efforts to voice on inclusion of women in leadership was the Beijing World Conference on Women in 1995 (Mutiso, 2012). Since then, many other conferences have been held in this regard including the Copenhagen World Summit for Social Development in 1995, the Paris World Conference on Higher Education in 1998, Dakar Framework of Action of Education for All in 2000 and Millennium Development Goals all addressed issues on gender at work place.



For example, the African Union declared the year 2010-2010 as the African Women's Decade, in order to accelerate the implementation of all commitments on gender equality and women's empowerment from local, national, regional, and continental levels (Kashwan, 2017). Likewise, Kashwan (2017) reported that African Union declared the year 2010-2020 as the African Women's Decade, in order to accelerate the implementation of all commitments on gender equality and women's empowerment from the local, national, regional, and continental levels all this was meant to promote women participation in leadership. In Kenya, Article 91 of the 2010 Constitution sets the requirement for political parties to "respect the right of all persons to participate in the political process, including minorities and marginalized groups." Furthermore, Section 7 of the Political Parties Act requires governing bodies of political parties to reflect gender balance with no more than two thirds of their members being of the same gender.

Despite the available policies to promote women into leadership position, studies shows that women face a number of obstacles that hinder women to hold elective position of leadership in the society. Hakim (2016) opines that religion play a key role in determining gender norms in many cultures and threaten or deny women's rights to hold elective position. Gender stereotypes are still pervasive and widely shared even today. Snaebjornsson and Edvardsson (2013) show that traditional and persistent barriers have been shown to hinder the active pursuit of women to obtain positions of political leadership. However, there remain huddles especially in Sub-Sahara Afri hinder women ascendance to high elective leadership positions, whichand this form the basis for this research.

## **STATEMENT OF THE PROBLEM**

There are a number of factors that could promote women in elective position of leadership one of them gender mainstreaming. Gender mainstreaming 'emphasizes the importance of considering the impacts on women and men, and on equality objectives, of actions taken in every sector', and gender perspectives were advanced to the center of attention in policies and programmes (Tu, , especially women leadership in political positions,eadership in political positions have identified influence increase of women in leadership (Kassa 2015). Further Badri and Tripp (2017) echoed that on challenges and opportunities of women political participation in Ethiopia could be address through gender mainstreaming. In the Badri and Tripp findings indicates there are different casual factors such as; economic, religious, social and cultural factors contributed to women's poor political participation in the country

Political decentralization is the process of political devolution, fiscal and decision making from central government to local level. This implies that political decentralization leads to transfer of political authority to the local level through the establishment of elected local governments and political parties. Political decentralization also means a set of constitutional amendments and electoral reforms designed to open new spaces for the representation of sub-national policies (Bouka, Berry & Kamuru (2019). In the view of Ozmen (2014) argues that political decentralization tends to support democratization by providing more opportunity for citizens and their elected representatives to affect the creation and implementation of policies. Studies shows that through political decentralization creates opportunity for women to be position of leadership and also enhance better performance than men. Quamruzzaman and Lange (2016) show that female political representation is positively associated with improved child health in India.



Further, Bhalotra, Clots, and Figuera (2014) findings revealed that a 10% increase in women's representation led to increased survival of neonates by 2.1 % in India. Through political decentralization according to Bouka, Berry and Kamuru (2019) has led to increase of women leaders in Kenya as demonstrated by 2013 General election. Based on the data from the 2017 general election, only 9% out of a total of 1,883 elected seats in Kenya are held by women (Bouka, Berry & Kamuru 2019). If these trends continue, women will be excluded in decision making in matters of development leading exclusivity of women which goes against the UN Sustainable Goal 5 on gender mainstream such as equality and non-discrimination policies to promote inclusion of women and disadvantaged groups in electoral and political processes as envisioned in Kenya vision 2030 (Bolo & Nkirote, 2012). Kenya's 2010 Constitution introduced a quota system designed to increase the representation of women in elective and appointive bodies of government (Article 27b)

According to Gender Analysis of the 2017, Kenya General Elections report, as a follow-up to their previous gender audit, Key Gains and Challenges: A Gender Audit of Kenya's 2013 Electoral Process. Similar to its predecessor, this document reviews the performance of women in the 2017 general elections, in the context of the systems and structures put in place to encourage their political inclusion and participation. Phoebe (2014) factors influencing women participation in political process the case of the orange democratic movement party, Kenya. The study recommends women need to be more purposeful about working on the personal factors that hinder them from taking their rightful place in society. They need to work on issues of self-esteem and confidence in relation to politics.

## **RESEARCH OBJECTIVE**

To examine the role of political decentralization on women leadership in Kenya's political elective positions.

## **THEORETICAL FRAMEWORK**

The study was anchored on the Theory of Distributive Justice. Theories of distributive justice are associated with Rawl's justice as fairness argument. In his Magnus opus, a theory of Justice (1971), it offers a modern form of social contract theory, which argues on the appropriate arrangement of a society's basic structure, which is embedded on social and economic institutions. For the social and economic institutions arrangements can be ascertained by imagining the arrangements that would be selected by self-interested individuals in a hypothetical "original position" (Knight, 2014). Rawls (1999) contends that persons in the original position would be highly interested and preoccupied to secure the issues and values which are most essential to pursuing their goals, whatever they may prove to be, even if at the cost of foregoing the possibility of great material benefits (Knight, 2014).

Kymlicka (2002) presents scenarios of two different persons whose difference in income is determined by their different efforts of labor and observes that the two chose to exercise their responsibility differently, one choosing to work hard and the other sleeping on the job. This situation brings out the scenario where enforcement of an equal distribution seems implausible given that unequal outcome has resulted from individual choices against a backdrop of initial equality (Knight, 2014). Luck egalitarianism moves away from the pursuance of outcomes but combines them with a presumption in favor of equality (Cohen, 1989). It therefore becomes unjust for some to be poorer than others do through no fault or choice of their own (Temkin, 1993). Relying on Rawls (1971), freeman argues that economic enterprises ought to be "managed in the interests of its stakeholders, financiers, customers, employees, and communities" (Freeman, 1994).



Rawls (1971) account that the guiding idea is that the principles of justice for the basic structure of society are the object of the original agreement. They are the principles that free and rational persons concerned about furthering their own interests would accept in an initial position of equality as defining the fundamental terms of their association. This theory therefore was useful in investigating the significance of political decentralization as well as legal framework in the study

## **EMPIRICAL LITERATURE REVIEW**

According to Akorsu (2015) political decentralization is a set of constitutional amendments and electoral reforms designed to open new, or activate existing but dormant or ineffective spaces for the representation of sub-national politics. It aims to give more authority to citizens and their elected representatives in decision-making and public administration. According to Saavedra (2010) political decentralization gives citizens through their elected leaders more power in public decision-making. The premise is that service delivery policies taken at the sub-national level will be better informed and more relevant to diverse interests in society than those taken only by national political authorities. The proponents of political decentralization argue that bringing citizens closer to government and allowing them to hold elected officials accountable are an important foundation to achieve better local government and public services (Grindle, 2007)

In the same context, Obicci (2014) revealed that political decentralization can be used as an instrument to promote the provision of service delivery. Furthermore, decentralization is shown to have had significant effect on service delivery in the ten local governments examined in the study. Since those responsible for quality of services are local governments, citizens will be more motivated to demand improvements if services decrease in quality (Sujarwoto, 2012). Devolution and the new constitution have demonstrably acted as key enablers for women seeking public office in Kenya. Yet many obstacles still remain, including new challenges that have emerged through the implementation of the same devolved constitutional system.

Most critically, whilst the 2013 election outcome saw the number of women within national and county government increase, their substantive influence when in office remained constrained by institutional, legal, political, economic and social factors. The regional pattern of political party support in Kenya means that in many cases the fiercest competition takes place at the stage of primary elections (Christie, 2018). Political party structures are patriarchal and few have actively sought to increase the number and profile of women within their membership. Parties circumvent the spirit of the law through prioritizing male candidates for elective seats and women for nominated seats. Promote the development of a code of conduct for political parties with practical guidelines on how to fast-track women into office and within parties, such as through the use of female only lists for some seats and dedicated funds for female candidates.

## **RESEARCH METHODOLOGY**

This study was guided by a positivist philosophical approach. The positivistic philosophical approach allows for hypotheses setting based on existing relevant theories. Then these hypotheses are tested and confirmed or disproved by quantitative and statistical methods in order to answer the research objectives and accomplish the research purposes. The study used a mixed method design, which utilizes the strengths of both qualitative and quantitative approaches to collect data (Cresswell 2012). Creswell (2012) further points out that mixed methods are a powerful way of enhancing the validity of results. The study population comprised 172 women elected in National Assembly and Senate.



In this study, the researcher adopted the formula given by Kothari and Garg (2014) to give a good representative of the population. Therefore, the sample size of the study will be 119 respondents.

**Table 1: Sample Size**

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

In this study, primary data was collected using a structured questionnaire or closed-ended questionnaires from the respondents. Data collection was facilitated by a list of names and contacts. The researcher made a follow up and the fully completed questionnaires were picked from the respondents at appropriate and agreed upon duration. Descriptive and inferential statistics were used to analyze and interpret the data used in this research. Specifically, descriptive statistics related to means and frequencies. Inferential statistics include multivariate regression analysis and correlation analysis.

Multiple ordinary least square regressions were useful in showing whether the identified linear relationship was significant or not. A regression coefficient with a p-value of less than 0.05 indicates that the variables have significant influence. Therefore, the study used the following model to test whether there exists a significant relationship between the independent and dependent variables.

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

**Where:**

**Y** –Women leadership in Elective Positions

**X<sub>1</sub>** – Political decentralization

**ε** – is the error term which is assumed to be normally distributed with mean zero and constant variance

**β** – Parameters to be estimated, while  $\beta_1, \beta_2, \beta_3, \beta_4, \beta_5$  are coefficient of the independent variable.

**β<sub>0</sub>** is a constant (intercept)

## **RESEARCH FINDINGS AND DISCUSSIONS**

A total of 104 questionnaires were dully completed which represented a response rate of 87%. This response was achieved since the online survey had automated reminders to ensure that respondents are constantly reminded to complete it. The results presented in Table 2 showed that slightly more than half (51.9%) had sought elective positions only once, 32.7% indicated they had sought elective positions twice. The findings clearly indicate majority the of the respondents participated in elections only once which indicated that the participation of women in elective positions was an uphill task that the majority shied from away after the first attempt. This also imply that what these women went through during the first attempt was scary which demoralized them from attempting for the second time.



**Table 2 Frequency of Participation in Elections**

Category	Frequency	Percent
None	3	2.9
One	54	51.9
Two	34	32.7
Three	7	6.7
Four	3	2.9
More than 4 times	3	2.9
<b>Total</b>	<b>104</b>	<b>100</b>

To measure political decentralization, the study focused parties' structures, legislative power and political competition, which were measured using 9 statements. For instance, the study sought to establish whether women were allowed more power in public decision-making in political parties' structures, the results show that 41.3% and 28.8% strongly disagreed and disagreed respectively. The statement had a mean response of 1.99 which further confirmed that majority of the respondent disagreed on involved on women in public decision-making in political parties' structures. The results show that 35.6% and 49.0% of the respondents strongly disagreed and disagreed on whether political parties support democratization by giving women aspirants more influence in the formulation and implementation of policies. Similarly, majority of the respondent as indicated by mean of 2.53 disagreed with the statement on whether standards and processes of political parties influences women into elective positions. The finding implied that political parties' structures in Kenya were unfavorable to women seeking elective positions.

The study asked the respondent whether political parties in Kenya abide by Constitution, laws and regulations on gender during election and nomination process, the results show that 39.4% and 16.3% strongly disagreed and disagreed respectively. On the other hand, 23.1% and 5.8% of the respondent agreed and strongly agreed. The mean of 1.24 further indicates that majority of the respondents disagreed that political parties in Kenya have clear regulations on the participation of women in elective positions. Finally on legislative powers, the results that majority as indicated by the mean of 2.10 disagreed with the statement on whether all the legislation on gender representation in politics in Kenya have been operationalized. The finding also indicates that lack of appropriate legislative power limited women from elective and nominated positions in Kenya.

The study results also show that 40.4% and 23.1% of the respondent strongly disagreed and disagreed on whether political parties ensure fair gender competition on all elective posts during the nomination/election. The statement had mean score of 2.27 which further confirmed that majority of the respondent lacked confidence in the neutrality of political parties during nomination process. On the other hand, the 20.2% and 67.3% of the respondent agreed and strongly agreed on whether women seeking elective positions need equal political opportunities just like male their counterpart. Similarly, 22.1% and 29.8% agreed and strongly agreed with the statement on whether political parties demean women competitiveness in elections. The finding implied that respondents were on the opinion that political competition was biased against women which reduces their ability to compete.



The aggregate mean for political decentralization was 2.62 which implied that the level of political decentralization in Kenya politic was very low since majority of the respondent disagreed with on whether parties’ structures, legislative power and political competition favored women seeking political positions. These findings concur with Christie (2018) who found that political party structures are patriarchal and few have actively sought to increase the number and profile of women within their membership. Parties circumvent the spirit of the law through prioritizing male candidates for elective seats and women for nominated seats.

**Table 3 Descriptive Results for Political Decentralization**

Statements	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean	Std Dev
<b>Parties’ Structures</b>							
Women are allowed more power in public decision-making in political parties’ structures	41.3%	28.8%	19.2%	10.6%	0.0%	1.99	1.02
Political parties support democratization by giving women aspirants more influence in the formulation and implementation of policies	35.6%	49.0%	5.8%	9.6%	0.0%	1.89	0.89
Standards and processes of political parties influences women into elective positions	23.1%	37.5%	12.5%	17.3%	9.6%	2.53	1.28
<b>Legislative Powers</b>							
Political parties in Kenya abide by Constitution, laws and regulations on gender during election and nomination process	39.4%	16.3%	15.4%	23.1%	5.8%	2.39	1.36
Political parties in Kenya have clear regulations on the participation of women in elective positions	25.0%	26.9%	15.4%	29.8%	2.9%	2.59	1.24
All the legislation on gender representation in politics in Kenya have been operationalized	36.5%	32.7%	15.4%	15.4%	0.0%	2.10	1.07
<b>Political Competition</b>							
Political parties ensure fair gender competition on all elective posts during the nomination/election	40.4%	23.1%	13.5%	15.4%	7.7%	2.27	1.34
Women seeking elective positions need equal political opportunities just like male their counterpart	9.6%	0.0%	2.9%	20.2%	67.3%	4.36	1.21
Political parties demean women competitiveness in elections	9.6%	19.2%	19.2%	22.1%	29.8%	3.43	1.35
<b>Aggregate Means Score</b>						<b>2.62</b>	<b>1.19</b>





### **Descriptive Results for Women Leadership in Kenya Political Elective Positions**

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

The finding in this section show that majority of the respondents were neutral on whether there was equal decision making between women and men but were sure on socio-economic impact of women sponsored legislation. The respondents agreed on all the three statements on increase in elected and nominated women in Kenya which implied that Kenya are slowly embracing women leadership in political elective positions. The study results also show that majority of the respondent agreed that there are necessary mechanisms put in place to achieve equal representation between men and women and that the ratio of women to men elected leaders in Kenya has been growing. The results show that respondents were divided on whether existing policies do affects women from achieving equal representation in elective positions.

The aggregate mean of 3.63 indicated that majority of the respondent were satisfied with the progress made in Kenya to include women leadership in Kenya political elective positions. According to Kassa (2015) gender mainstream factors especially on women leadership in political positions have led to increase of women in leadership. Through political decentralization according to Bouka, Berry and Kamuru (2019) led to increase of women leaders in Kenya as demonstrated by 2013 General election.



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

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

**CORRELATION ANALYSIS**

The results of the correlation analysis presented in Table 5 show that political decentralization and women leadership in Kenya political elective positions had a Pearson’s correlation of  $r=0.28$  ( $p=0.004$ ) which was weak but positive. The correlation results implied that political decentralization is had a weak, positive and significant association with women leadership in Kenya political elective positions. According to these findings implementation political decentralization would result to increase in women leadership in Kenya political elective positions. The study findings confirmed the findings of Ozmen (2014) who argue that political decentralization tends to support democratization by providing more opportunity for citizens and their elected representation to affect the creation and implementation of policies. The purpose of political decentralization is to give authority to citizens and their elected representatives in decision-making and public administration. Others scholars that also support this argument include Vickers (2011) and Orbals *et al.*, (2012) who also posited that political decentralization has been associated as an avenue of promoting women into position of leadership either through nomination or facilitation in competitive elections.



Recent studies point out political decentralization enhances women’s representation in position of leadership in the society. The study findings also agreed with Saavedra (2010) who found that political decentralization gives citizens through their elected leaders more power in public decision-making.

**Table 5 Pearson’s Correlation Matrix**

		Political Decentralization	Women Leadership Inclusion
Political Decentralization	Pearson Correlation	1	
	Sig. (2-tailed)		
Women Leadership Inclusion	Pearson Correlation	.278**	1
	Sig. (2-tailed)	0.004	
	N	104	104
** Correlation is significant at the 0.01 level (2-tailed).			
* Correlation is significant at the 0.05 level (2-tailed).			

**Regression Analysis Results**

The results presented in Table 6 show the univariate analysis for test the relationship between political decentralization and women leadership in Kenya political elective positions. The results show that political decentralization explained 7.7% (R-square=0.077) of the variation in women leadership in Kenya political elective positions. The results implied that 7.7% variations in women leadership in elective in Kenya could be explained for by political decentralization other factors held constant. The Results of ANOVA (f-statistics=8.54, p=0.004) show that univariate model fitted to test whether political decentralization was statistically significant. This further implies that the model had a goodness of fit. The coefficient of political decentralization was  $\beta=0.298$ , with p-value= 0.004. These findings implied that political decentralization significantly predicted women leadership in Kenya political elective positions. The finding further confirmed that increasing political decentralization would results to 0.298 units increase in women leadership in Kenya political elective positions.



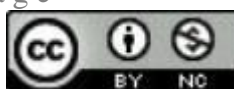
**Table 6 Regression Analysis Results**

		$\beta$	Std. Error	Beta	t	Sig.
<b>Coefficients</b>	(Constant)	2.801	0.277		10.116	0.000
	Political Decentralization	0.298	0.102	0.278	2.922	0.004
<b>ANOVA</b>		<b>Sum of Squares</b>	<b>df</b>	<b>Mean Square</b>	<b>F</b>	<b>Sig.</b>
	Regression	4.868	1	4.868	8.54	.004b
	Residual	58.143	102	0.57		
	Total	63.011	103			
<b>Model Summary</b>		<b>R</b>	<b>R Square</b>	<b>Adjusted R Square</b>	<b>Std. Error of the Estimate</b>	
		.278a	0.077	0.068	0.75501	
Dependent Variable: Women Leadership Inclusion						
Predictors: (Constant), Political Decentralization						

The study findings confirmed the findings of Ozmen (2014) who argue that political decentralization tends to support democratization by providing more opportunity for citizens and their elected representation to affect the creation and implementation of policies. The purpose of political decentralization is to give authority to citizens and their elected representatives in decision making and public administration. Others scholars that also support this argument include Vickers (2011) and Orbals *et al.*, (2012) who also posited that political decentralization has been associated as an avenue of promoting women into position of leadership either through nomination or facilitation in competitive elections. Recent studies point out political decentralization enhances women’s representation in position of leadership in the society. The study findings also agreed with Saavedra (2010) who found that political decentralization gives citizens through their elected leaders more power in public decision-making.

**CONCLUSION**

The study made the following conclusions; first the study concluded that even though Kenya is on the right path towards inclusion of women leadership in political elective positions, the current situation is way below expectations over 50 years after the Country attained independence. This study concluded that political decentralization which is a process of transferring political power and authority from central government to sub-national level of government. Political decentralization tends to support democratization by providing more opportunity for citizens and their elected representation to affect the creation and implementation of policies. However, lack of fully implementation of political decentralization among the parties’ structures, legislative powers and biased political competition have contributed to marginalization of women from political positions.



## **RECOMMENDATIONS**

Political decentralization significantly influences women leadership in elective positions; therefore, the study recommends that political parties in Kenya should ensure that women are allowed more power in public decision-making in political parties' structures; should support democratization by giving women aspirants more influence in the formulation and implementation of policies. The study further recommends that political parties should lobby for all the legislation on gender representation in politics in Kenya to be operationalized. Finally, this study recommends that political parties should ensure fair gender competition on all elective posts during the nomination/election in order to increase the number of women contesting for elective posts which will consequently lead to increase in the number of women elected in various positions. Women in leadership lobby groups should lobby political parties' bosses to ensure that women are allocated certain percentage among the nominated individual seeking political offices.

## **AUTHOR CONTRIBUTIONS**

The study further expounded the existing knowledge on predictors of women leadership in elective positions where it was established that political decentralization, was a significant predictor of women leadership in elective positions in Kenya.

## **AUTOBIOGRAPHY**

Wilfred Wainaina is a global citizen having held senior positions in private and public organizations in UK and Kenya. He is passionate about inclusive leadership and is currently a doctorate student with interest in leadership and governance of the Jomo Kenyatta University of Agriculture and Technology.

## **ACKNOWLEDGEMENT**

I thank the almighty God for enabling me to successfully carry out this work. Accordingly, my discussions with colleagues, friends and other scholars have benefited me greatly, in my efforts to develop and accomplish this work. Special thanks to my Supervisors Prof. M.A.Iravo and Dr. Muchelule Y.W for their limitless support throughout the research journey.

## **CONFLICT OF INTEREST DECLARATION**

There is no conflict of interest concerning this publication that the author is aware about. The author considered all research ethics in development and preparation of this manuscript.



## BIBLIOGRAPHY

- Agbalajobi, D. (2018). Gender and Governance. In *The Palgrave Handbook of African Politics, Governance and Development* (pp. 523-536). Palgrave Macmillan, New York
- Akorsu, P. K. (2015). An evaluation of the effectiveness of revenue mobilisation in the public sector of Ghana. *International Journal of Economics, Commerce and Management*, 3(1), 1-16.
- Badri, B., & Tripp, A. M. (Eds.). (2017). *Women's activism in Africa: struggles for rights and representation*. Zed Books Ltd
- Bhalotra, S., & Clots-Figueras, I. (2014). Health and the political agency of women. *American Economic Journal: Economic Policy*, 6(2), 164-97.
- Bolo, A. Z., & Nkirote, K. C. (2012). Bottlenecks in the execution of Kenya vision 2030 strategy: An empirical study. *PJ Bus Adm Manag*, 2(3), 505-12.
- Bouka, Y., Berry, M. E., & Kamuru, M. M. (2019). Women's political inclusion in Kenya's devolved political system. *Journal of Eastern African Studies*, 1-21.
- Christie, D. J. (2018). The meaning and metrics of social and political transformation. *Peace and Conflict: Journal of Peace Psychology*, 24(1), 77-84.
- Cohen, I. J. (1989). *Structuration theory: Anthony Giddens and the constitution of social life* (p. 17). London: Macmillan.
- Cohen, J., Cohen, P., West, S. G., & Aiken, L. S. (2003). *Applied multiple regression/correlation analysis for the behavioral sciences*. Lawrence Erlbaum Associates. Mahwah, NJ.
- Cresswell, M. J. (2012). *Entities and indices* (Vol. 41). Springer Science & Business Media.
- Grindle, M. S. (2007). Good enough governance revisited. *Development policy review*, 25(5), 533-574.
- Jetter, M., & Parmeter, C. F. (2018). Sorting through global corruption determinants: Institutions and education matter—Not culture. *World Development*, 109, 279-294.
- Kaimenyi, C., Kinya, E., & Chege, S. M. (2013). An analysis of affirmative action: the two-thirds gender rule in Kenya. *International Journal of Business, Humanities and Technology*, 3(6), 91-97.
- Kashwan, P. (2017). Inequality, democracy, and the environment: A cross-national analysis. *Ecological Economics*, 131, 139-151.
- Kassa, S. (2014). Challenges and opportunities of women political participation in Ethiopia. *Journal of Global economics*.
- Kothari, C., & Garg, G. (2014). *Research Methodology: Methods and Strategy*. New age international.
- Kymlicka, W. (2002). *Contemporary political philosophy: An introduction*. oxford: oxford University Press.
- Lee, S. H. (2018). Women in Leadership: Non-Asian Context with a Focus on Higher Education. In *Korean Women in Leadership* (pp. 257-271). Palgrave Macmillan, Cham.
- Mutiso, N. T. (2012). *Sociocultural factors influencing women's* (Doctoral dissertation, Department of Educational Administration and Planning in Partial Fulfillment of the Requirement for the award of the Degree of Master of



Education in Educational Administration, University of Nairobi).

- Obicci, P. A. (2014). Political decentralization and service delivery: Evidence from Agago District, Uganda.
- Ortbals, C. D., Rincker, M., & Montoya, C. (2012). Politics close to home: The impact of meso-level institutions on women in politics. *Publius: The Journal of Federalism*, 42(1), 78-107.
- Paweenawat, S. W. (2018). The gender-corruption nexus in Asia. *Asian-Pacific Economic Literature*, 32(1), 18-28.
- Quamruzzaman, A., & Lange, M. (2016). Female political representation and child health: Evidence from a multilevel analysis. *Social science & medicine*, 171, 48-57.
- Rawls, J. (1971). 1971: A theory of justice. Cambridge, MA: Harvard University Press.
- Sakanko, M. A., & Mangut, D. S. (2020). Women Participation in Nigeria: Does Governance Matter?. *European Journal of Social Impact and Circular Economy*, 1(2), 95-111.
- Snaebjornsson, I. M., & Edvardsson, I. R. (2013). Gender, nationality and leadership style: A literature review. *International Journal of Business and Management*, 8(1), 89.
- Sujarwoto, S. (2012). Political decentralization and local public services performance in Indonesia. *Journal of Public Administration and Governance*, 2(3), 55-84.

#### **COPYRIGHTS**

Copyright for this article is retained by the author (s), with publication rights granted to JIBISM Journal. This is an open -access article distributed under the terms and conditions of the Creative Commons Attribution License (<http://creativecommons.org/licenses/by/4.0/>).

