

**DETERMINANTS OF GENDER DISPARITIES IN THE RECRUITMENT OF
EXECUTIVE OFFICERS: A CASE OF KISII COUNTY GOVERNMENT, KENYA.**

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MANAGEMENT**

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DECLARATION

The research thesis is my original work and has not been presented for award of a degree in any other university or for any other award.

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I confirm that the research thesis presented by the candidate was under our supervision.

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DEDICATION

I dedicate this research thesis to my loving husband Josiah Nyangweso, our son Jacob Nyambega, our daughter Abigail Moraa, our son Andy Momanyi and our House Manager Christine Nelima all of whom I love so dear. They have been patient and supportive at the time they need me by their side most.

I would like to thank my Mum and Dad, for all their patience and encouragement as I babbled on, and great thanks to every single one of my friends who all give me so much support enabling me to be the very best I can.

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ABSTRACT

This research studied the factors causing gender disparity in executive positions in KCG. To achieve this, the study was guided by four objectives which include; establishing how political factors, regional balance, social-cultural factors and education influence the recruitment process of executive officers in KCG. The theory was hinged on the Equity Theory, Feminist Theory, Social Gender Theory, Structural Functional theory and Social Cognitive theory. The case study research design was adopted. The study targeted staff that entailed the 119-top echelon of staff in the County. The research conducted a census where all the 119 executives were considered. Primary data was collected using structured questionnaires. Data was cleaned, coded with unique numbers, entered into the Microsoft excel worksheets and transferred to the Statistical Package for Social Sciences (SPSS) program. After data cleaning which entailed checking for errors in entry, descriptive statistics such as frequencies, percentages, mean score and standard deviation was estimated for all the quantitative variables. The qualitative data from the open-ended questions was analyzed using conceptual content analysis to analyze the secondary data collected from KCG annual reports, the Kisii County Integrated Development Plan 2013-2017, the Kisii County Website, books, journals, magazines and media reports and presented in prose. Inferential data analysis was done using Pearson moment correlation and multiple regression analysis. The information was presented in tables. The study found that there is discrimination in terms of gender recruitment since it depends on political factors. The study further found that the gender Job imbalance occurs by accident and men have to give a convincing demonstration of incompetency to be actually judged incompetent. The studies also found that, quite a number of women apply for executive posts so that selection can be easier. The study concluded that regional balance had the greatest effect on the gender disparities in the recruitment of executive officers in KCG, followed by education then political factors while social-cultural factors had the least effect to the gender disparities in the recruitment of executive officers in KCG. The study recommended that political factors should be embraced with appointment policies of executive officers in recruitment. Further, there is need to embrace cultural beliefs and social constructs that women cannot lead in leadership positions and that they are more likely to be hired when they have applied through computerized application process. The study recommends that a similar study should be done but in different county in order to compare the findings. The study also recommends that another study to be conducted that focuses on different factors other than the ones tackled in the current study. Thus, future studies should be conducted to examine the effect of recruitment of executive officers on performance of counties in Kenya.

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ABBREVIATION OF KEY TERMS

CEOs	- Chief Executive Officers
CCIC	-National Cohesion and Integration Commission
CIDP	- County Integrated Development Plan
ECDE	- Early Childhood Development Education
GII	- Gender Inequality Index
IDHR	- International Declaration on Human Rights, 1948
ILO	- International Labour Organization
KCASB	- Kisii County Assembly Service Board
KCG	- Kisii County Government
KCIDP	- Kisii County Integrated Development Plan
KCPSB	- Kisii County Public Service Board.
NCLR	- National Council for Law Reporting of Kenya
NGEC	- National Gender and Equality Commission of Kenya
PSC (K)	- Public Service Commission of Kenya
SPSS	- Statistical Package for Social Science
UN	- United Nations
UNDP	- United Nations Development Program

CHAPTER ONE

INTRODUCTION

1.1 Background to the study

Recruitment is the method of creating a pool of individuals capable of applying to an organization for jobs (Gamage, 2014). As demonstrated by International Labour Organization (ILO, 2016), record on women at centerpieces, among 1995 and 2015, the general woman work weight bolster charge reduced from 52.4 to 49.6 dependable with penny. The contrasting figures for men are 79.9 and 76.1 in endeavor with penny, independently. As shown by the records appropriated through the Catalyst business attempt business affiliation business adventure, women Chief Executive Officers (CEO) of Fortune 500 organizations make up best 5.2 relentless with penny of the entire CEOs in 2015. The rate level of women CEOs remains about the proportional even as CEOs of Fortune a thousand associations are considered (Parker et al., 2015). In Southern and Eastern Asia, the gap has turned out to be significantly progressively broad. Women's decrease collaboration charges convert into less business openings, with negligible variety after some time, which antagonistically impacts youngsters' income point of confinement and cash related security.

As shown by Unterhalter et al. (2010) youngsters inside the Kenyan culture are recognized as procreators of coming period similarly to creators of organizations and things. Despite that reality, in masses of Kenyan workplaces, customary impression of women as not as first rate as people hold to get progress a similar number of people bring the affirmation of African way of life to legitimize the subjection of ladies. Hence, men more often than not direction youngsters inside the political, religious, money related, instructional and family unit circles. The circumstance has

required the decision for fortifying of youngsters through in understanding rights and responsibilities to them and connecting with them to share in tendency making (Unterhalter et al., 2010). Kenya has made developments in women leadership through the implementation of Kenya Constitution 2010. This saw every devolved unit elect a women representative to the national assembly. The Kenya constitution 2010 also requires that appointments to public offices should not have more than a third of one gender. This accords further opportunities for women leadership in the Kenyan society.

Under Article 6 (1) of the Constitution of Kenya 2010, the Legislative and Executive power of the Government of Kenya wound up being normally backslid and decentralized into 47 contraptions of between set up structures degree County governments (Republic of Kenya, 2010). The reason has progressed toward getting the chance to be to decay power, assets and political model from the nation over level straightforwardly down to the near degree. Extension I is the guide demonstrating the land kind of the backslid contraption of lawmaking assemblage of Kenya with the forty-seven Counties. Kisii County is one of the declined gadgets (Ajwang, 2017).

Wide gender gaps in the workplaces were previously witnessed in the overhauled centralized political regime prior to adoption of the new system of Government in Kenya in the year 2010. The County Governmnet of Kisii (CGoK, 2017), acknowledges that there are gender disparities in the Kisii County Government. The history was mainly occasioned by recruitment processes by the defunct Kisii Municipal Local Government that did not factor gender concerns for both men and women in the past. Additionally, in the 1980's and 1990's, little regard and emphasis was given to gender issues at the workplace in many regions of Kenya. Most girls did not complete school in the early 1980's and that was the case even in instances where girls were performing better in

school than the boys.

Kisii County government constitutes the Office of the Governor, the Deputy Governor, the speaker to the County Assembly, the County Assembly representatives, the Executive County Committees, the County Public Service Board (CPSB) and the County Assembly Service Board (CASB), the County Chief officers, different advisors, Sub-County Administrators and Ward Administrators.

The present structure of government enables capacity to be held tight two levels: the national level and the county level. This permits the Counties of Kenya a kind of self-rule. Prior to the 2013 races, Kenya was under a focal government with 8 areas in any case after the decisions, there were 47 county governments. The nation is an operator democracy legislatively, and a snappy democracy in the selection of its pioneer, who is pioneer of the Executive bit of government. Kenya's constitution conveys that it is a multi-party just state set up on the national attributes and benchmarks of association suggested in Article 10 of the Kenyan Constitution. In the County Government, we have the Governor as the president of the county, County Assembly and County Executives. This is amazingly, a multiplication of the National Government.

1.2 Problem Statement

Gender disparities in employment have lived at the center of the policy discussions about ensuring gender equity in recruitment. These disparities which are mostly gender-biased have had unfavorable effects on economic growth both directly and indirectly through their impact on investment, savings, labor force growth, fertility rates and population growth among others (Bandiera & Bandiera, 2013).

In Kisii County, despite the county government making significant progress in advancing gender

equality in all its departments during recruitment, the underrepresentation of the female gender in the job market is very high (Marara, 2014). Women trail men by 65.6 percentage points in formal employment. Trade unions are expected to play a critical role in advocating for workers' rights including gender equality, yet disparities are highest within their structures. The KCPSB and the KCASB have not embraced the 30% threshold which is the required by the law. They have only been able to attain 25.65%. This has left the County to have gender imbalance of having one sex having more representation than the other (Bandiera & Bandiera, 2013).

Hardly minority researchers recently have recorded ladies' assistance in the authorities in people when all is said in done and private division in Kenya. Muchangi (2015), did an assessment on determinants of sexual heading aberrations in mechanical occupations in Kenya, but Indangasi (2015) comparably thought to be cash related improvement and sex uneven characters in labor impact backing and getting ready in Kenya and Sudan likewise investigated Gender assortments in the Kenyan work display: Implications for disheartening decay. In any case, none of these assessments concentrated on determinants of sexual heading uniqueness during determination of the County official experts. Accordingly, this evaluation would like to relate this opening by setting up the determinants of sexual heading anomalies in the determination of power experts in Kisii County government, Kenya.

1.3 Research Objectives

The research sets out both the general and specific objectives as explained below.

1.3.1 General Objective

The general objective is to establish the determinants of gender disparity during recruitment of the County executive officers in Kisii County

1.3.2 Specific Objectives

The specific objectives include;

- i. To establish the effect of politics on gender disparities in the recruitment of executive officers in Kisii County government, Kenya
- ii. To investigate ways in which regional balance affect gender disparities in the recruitment of executive officers in Kisii County government, Kenya
- iii. To determine the social-cultural factors affecting the gender disparities in the recruitment of executive officers in Kisii County government, Kenya
- iv. To find out whether education affect gender disparities in the recruitment of executive officers in Kisii County government, Kenya

1.4 Research Questions

The study sought answers to the following research questions;

- i. To what extent do political factors influence gender disparities in the recruitment of executive officers in Kisii County government, Kenya?
- ii. How does regional balance bring about gender disparities in the recruitment of executive officers in Kisii County government, Kenya?

- iii. What is the effect of social- cultural on gender disparities in the recruitment of executive officers in Kisii County government, Kenya?
- iv. How does education affect gender disparities in the recruitment of executive officers in Kisii County government, Kenya?

1.5 Significance of the Study

This study will be of benefit to the Kisii County Government in mainstreaming gender policies in leadership positions in the current and future periods; women in Kisii County and women. The study will also provide additional literature that will benefit researchers in this key area of national development.

1.5.1 County Assembly Service Board and County Public Service Board

The study would help the two Boards in constituting offices in the county, and appointing and supervising office holders by considering their gender. Further, the findings would help the County Assembly Service Board initiate, coordinate and harmonize policies and strategies relating to the development of the Service by taking care of gender disparities.

1.5.2 Policy Makers

It will help the Government of Kenya as the main player through the National Cohesion and Integration Commission (NCIC), a commission that is mandated to keep checking whether counties are meeting the 30% threshold during the recruitment process countrywide. After carrying out the survey, the NCIC has a mandate to write a report to parliament on compliance of the counties, parastatals and the national government. National Gender and Equality Commission

(NGEC), will use this information to address the gender disparity issues in different counties and also in the national government.

1.5.3 Other Researchers and Academicians

The study will help scholars, students and other learners in choosing different courses to be pursued at different institutions with an assurance that they will have equal opportunities of being considered for appointment in any public and private sectors and to any given position as long as they meet the minimum requirement. Employers too will have no choice of picking qualified candidates and also ensuring there is gender parity in the recruitment and selection.

1.6 Scope of the Study

The study investigates the factors affecting men and women in the recruitment of executive officers in the Kisii County Government for both elective posts and appointive positions. The top positions are the Executive Committee Members, Kisii County Public Service Board, Kisii County Assembly Service Board, Chief Officers, Chief of staff, Political Advisors, Economic Advisors, Directors, Deputy Directors and Sub-County Administrators. This study has been confined to Kisii county government which has got nine (9) sub-counties formerly called constituencies. The aim of the study was to establish the determinants of gender disparity during recruitment of the County executive officers in Kisii County. The study focused on factors such as political factors, regional balance, social-cultural factors and education.

1.7 Operational Definition of Terms

Executive Officers in Kisii County– These are the top officials, who are involved in formulating policies, implementing and also overseeing how the policies are implemented. This category ranges from officers in job group “P” and above. They will include the Executive Committee Members, Kisii County Public Service Board, Kisii County Assembly Service Board, Chief Officers, Chief of staff, Political Advisors, Economic Advisors, Directors, Deputy Directors and Sub-County Administrators.

Education this is the consideration of a person’s level of acquisition of knowledge, skills, values, beliefs, and habits when recruiting executive officers.

Gender Disparities refers to not having equality of women’s and men’s in the access in the recruitment of executive officers.

Political factors: These are activities related to government policy and its administrative practices that have an effect on recruitment of executive officers.

Recruitment: Is the process of recruiting executive officers on a timely basis in sufficient numbers and with appropriate qualifications, to apply for the post.

Regional balance: This is an initiative for the government to be accountable for removing regional disparities and developing all regions and states in a balanced way.

Social and cultural factors: These are common belief systems and practices, customs, traditions and behaviours of all people in a county such as Kisii County in this study.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter discusses relevant studies that have been done by other researchers in relation to the topic of the researcher. It presents reviews of literature studies on gender disparities in the recruitment of executive officers and a number of determinants that recruiting bodies put into consideration. This chapter also reviews some theories in relation to gender disparities in the recruitment of executive officers, theoretical framework, conceptual framework of the study, empirical study and the research gaps.

2.2 Theoretical Framework

There are various theories that have been posited to explain gender and gender relations. These include the Equity Theory, Feminist Theory, Social Gender Theory, Structural Functional theory and Social Cognitive theory.

2.2.1 Equity Theory

Equity theory was put forward by Stacy Adams in the year 1963. According to Adams (1963) equity theory was concerned with a reasonable equilibrium between an employee's inputs (acceptance, enthusiasm hard work, skill level, and so on) and an employee's outputs (benefits, intangibles such as recognition, salary, benefits, and so on). According to the theory, finding this fair balance serves to ensure a strong and productive relationship is achieved with the employee, with the overall result being contented and motivated employees.

Adams and Freedman (1976) noted that equity theory consisted of four propositions; where particular persons try to maximize their end results. Another group can make most of the collective rewards where he develops a system which has been accepted for fair and reasonable apportioning cost among others. In many organization systems of equity evolved within the employees where they attempted to lead other employees to accept and follow the practices of the system. Further, he adds that the only way people can lead members to behave in a fair manner is by making it have financial gain is to behave equitably than inequitably. This made groups to generally reward employees who treat other employee's equal and thus punishing other members who treat others not equal. Thirdly, in a situation where there is an inequitable relationship, distress is brought among other individuals. Equity theory further asserts that if both persons in a group get too much and another person gets too little both of them are dissatisfied. This was where the person receiving too much feel guilt and ashamed. On the other hand, the person who got too little feels angry or humiliated. Lastly, in many cases persons who think that they are in inequitable relationships always try to remove their distress by resorting to equity. It was noted that when there were greater inequities, a lot of distress among people was felt thus resorting to equity.

There are three primary assumptions; Equity theory assumed that first an individual was concerned with his achievement (reward and recognition) as well as with achievement of others. Second, individuals demand fair treatment or acknowledgment of their contribution. Employees determine what return (equitable) they should receive after comparing their inputs with the outcome their relation workers had received. Third, employees who feel that they are being inequitably treated tried to reduce inequity, either by balancing their performance level or by leaving (Bowman, 2016).

Criticism had been directed towards both assumption and the practical application of the equity theory. Ryan (2016) asserted that most scholars had wondered about the simplicity of the model, citing evidence that most of demographic and psychological items affected people ability to see fairness and interactions with other. The scheme of Equity theory had been tested experimentally thus rose up questions about the real-world situation. There was still criticism that people perceived equity/inequity also in terms of the overcharging systems which determined inputs and results. Thus in any institution of work, one might be compelled to think that compensation was equal to other employees; thus being unfair (Ross, and Kapitan, 2018).

Equity theory was relevant to this study in that if one gender in work place perceived that they are being treated unfairly they are likely to look for justification for the treatment. For example, the organization may lose the valuable talents of high performers or dissatisfied employees. The statement that when people are unfairly treated, they are demotivated was relevant. There was likely hood that the unfairly treated genders (women) were demotivated in many organizations (Ross and Kapitan, 2018). It's true that there was inequity in organization as explained by the equity theory, inequity was experienced when organization did not implement employment opportunities amongst women on; promotion, recruitment and selection, training and development in middle level and top-level management positions. Equity theory indicated that if an employee considered themselves unjustly left out of management decision such as management development programme experienced inequity was still relevant. The failure to achieve employment opportunities amongst women had disadvantaged the female gender. The disadvantaged group may attempt to reduce the inequity by lowering their job performance or becoming less committed to the organization.

Equity theory was relevant to this study as it helped the researcher to determine whether there was fair treatment for those who had acquired skills and knowledge (Ryan, 2016). For example, if the employees viewed the application of their new skills or knowledge as an input in their exchange with the employer, skilled women expected the organizations to provide them with the same rewards as the male counterpart. Equity theory was also relevant to the study as it was applied to prevent inequity/ injustice occurring, managers had to apply justice in making the recruitment and selection, promotion, training and development and in employee rewards in an organization.

2.2.2 Feminist Theory

This theory was progressed by Hill (1980). The feminist theory is based on gender imbalance. It looks at men's social occupations, encounters, premiums, assignments, and feminist politics in an assortment of fields, that is, human sciences and humanism, correspondence, media considers, examination, home financial issues, creating, planning, and theory. Gender is comprehended to be a social position, an individual character, and a lot of relationship among women and men, and among men and women.

Feminist theory can be related with the field of public relations. The feminist examiner Linda Hon researched the enormous deterrents that women in the field experienced. Some major hindrances included male quality and gender hypotheses. Hon moved the feminist theory of women's retention into male driven frameworks to certifiable commitment to social adjusting. Moreover, to the evaluations Hon facilitated, Elizabeth Lance Toth pondered Feminist Values in Public Relations. Toth inferred that there is a reasonable relationship between feminist gender and feminist worth. These attributes solidify dependability, affectability, perceptiveness, decency, and obligation. Feminists stress that gender ungainliness is not an individual issue, in any case is altogether

ingrained in the structure of social solicitations (Maryanski & Turner, 2015). Gender abnormality is united with the relationship of marriage and families, work and the economy, politics, religions, enunciations of the human experience and other social courses of action, and the very language we talk.

As per the feminists, sexism is multiplied by frameworks of male-controlled society, male-ruled social structures inciting the abuse of women. Male controlled society, by definition, demonstrates androcentric - male-focused standards working all through every single social establishment that become the standard to which all people seek after. This theory is relevant to the study as it helps in understanding the effect of social-cultural factors affecting the gender disparities in the recruitment of executive officers in Kisii County government, Kenya.

2.2.3 Social Gender Theory

The theory was developed by Bandura (1973). It is a general psychological model constructed to explain human behavior. This theory has been revised several times according to emerging research on gender and the media. The principal reason of social learning theory is that it approaches the clarification of human direct generally as a solid, looking between academic, social, and fundamental determinants. That is, saw upgrades, explicit encounters, and individual mental frameworks all work together to pick an individual's characteristics and practices. Social learning theory draws upon the likelihood of post, whereby people come to get those characteristics and practices that are seen as fulfilling and dispose of those that are clearly not. Bandura (1973) proposes that when in doubt, seeing conduct win for other individuals, slackens up the inclination to carry on in close to ways, while seeing conduct spurned diminishes the penchant. Bandura energetically rejects the view that his cognizance of assistance is mechanical, referencing that "the

two individuals and their surroundings are relative determinants of one another".

Drawing on various parties of research, Carter (2014) reported extraordinarily the social development and engendering of stereotypic gender bundle. Gender hypotheses shape the learning, appraisal and treatment of people and females in expressly gendered ways that reason the very occasions of lead that to verify the essential speculations. Unmistakable gender disengages in social lead are seen as potential consequences of division of work between the genders that get duplicated through socio-structural practices composed by novel gender status and power (Carter, 2014b). This theory pursues a reason on the evaluation of the impact of close by fairness on gender aberrations in the determination of power authorities in Kisii County government, Kenya.

2.2.4 Structural-Functional Theory

This theory was made by (Mill, 1998). It is a full-scale sociological point of view that depends on the reason that society is melded ward parts, all of which adds to the working of the entire society. Functionalists should see the real zones or parts of society and pick the limits these parts play in get-together fundamental social needs in clear ways.

The structural-functional theory looks duties that the changed parts, structures and frameworks of a general masses make towards the social needs of that society and how these structures and structures shape the direct of the people and get-togethers inside them. Structural Marxists battle that the choices and activities of individual and get-togethers are on a key level obliged by the structures wherein they are found and which apply sway over social, political and cash related technique. The theory emphasizes that every pattern of activity makes a positive or negative contribution to that society (Alexander & Colomy, 2010). A structural-functional theorist will ask

if gender division of labour will impact positively or negatively on the society.

The key words of this theory are the structure and function. Structures are constituted by rules and resources governing, and available to individuals. They refer to the enduring patterns of behaviour and relationships within social systems. They also refer to social institutions and norms which are embedded into social systems in such a way that they shape the behaviour of individuals within those social systems. According to the structural Marxists, power is located not in groups of individuals but in systems of domination. The actions of the individuals are the outside manifestations of the underlying structural relationships and the structural constraints within the system (Alexander & Colomy, 2010). Social structures can be conceived to be both constraining and enabling. They become enabling when the changes in the occupational structures enable the entry of women into the labour force. This has been due to changes such as growth of the white collar jobs, social service and welfare occupations such as nursing and teaching, and the development of technology where manual operations have been replaced by automated production systems.

Despite these developments disparities still exist in the selection of careers. This study explored the concept of duality of structures and agency as presented by the structuralism theory (Carter, 2014). In so doing, an attempt was made to identify the extent to which the organizational structures and systems (e.g. employment policies) on one hand and the individuals (both women and men) on the other have influenced the current disparities. It also attempted to identify the extent to which the agency's (individuals) efforts can influence the structure and likewise the extent to which the structural changes can and have influenced individual behaviour. This theory will explain further how political factors affect gender disparities in the recruitment of executive

officers in Kisii County government, Kenya

2.2.5 Social Cognitive Theory

The study is further supported by the social cognitive career theory by (Brown & Hackett, 1987). The theory identifies the interaction of personal attributes, external environmental factors and behavior in career advancement. The thought feature on the effect of independence emotions and results need on goals and practices. While independence infers back to the self-conviction that conceivable complete a specific obligation or set of responsibilities, last outcomes needs are recognized to influence the probability of achieving conduct and the length of persistency to that direct. Self-common sense can work a farthest point to the entirety that it diminishes the probability that a female pro will act with the ultimate objective that will develop her satisfaction, improvement and pride at work (Mcwhite et al., 2017).

The Social Cognitive Theory is a more comprehensive attempt to explain human character. It explains behavior in terms of mutual determinism in which behavior, interpersonal, cognition, and environmental factors operate as interacting causes of each other. Social Cognitive Theory plainly recognizes that an individual is a product of their environment and so human behavior is not caused by intrinsic factors alone. It holds that people have control over what they do, how they react to their environment their personal characteristics. Changes in one or more of the three factors can cause changes in the others. Social Cognitive Theory gives social marketers a well-built theoretical foundation from which to build environmental programs (Lefebvre, 2011).

Social Cognitive Theory explains how people obtain and maintain certain behavioral tendencies and also provides the basis for program strategies. It stresses the relations between a person's

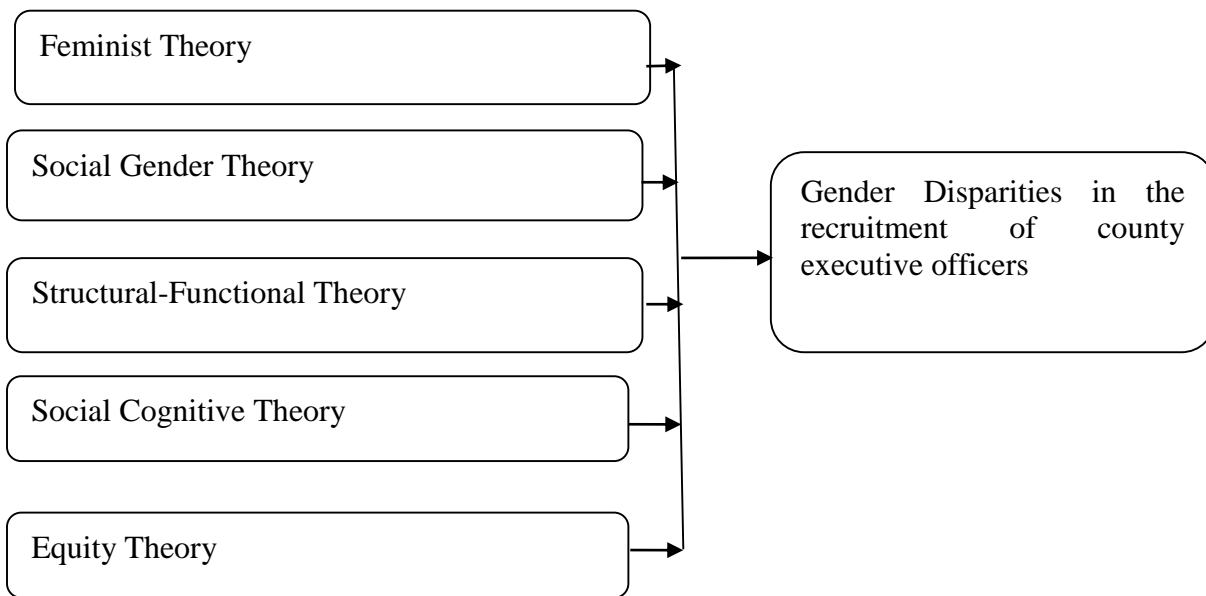
cognitions and his/her behavior. This model is of the view that it is important to appreciate the stage an individual is in before a winning change strategy can be planned (Stead et al., 2013). This theory therefore forms a foundation on the effect of education on gender disparities in the recruitment of executive officers in Kisii County government, Kenya.

2.3 Theoretical Framework

The Figure 2.1 shows the various theories applied in the study.

Figure 2.1:

Theoretical Framework



Source: Author (2020)

2.4 Empirical Review

The following section entails the empirical literature on the study variables.

2.4.1 Political Factors

In Kenya, the imposition of colonial rule destabilized whole societies economically, socially and politically. Certain aspects of this colonial intrusion had adverse implications for women as a social category. Some of these constraints were reinforced by the dominant patriarchal system (Barnes & Burchard, 2012). The colonial government in Kenya reinforced traditional patriarchal leadership forms and styles. In terms of leadership, nearly all the top colonial administrators were male. Their habits and lifestyles also duplicated and reinforced the traditional British family structure where women existed as appendages of the male bread winner and were popularized as social butterflies whose responsibility was to stand behind their husband and provide obligatory moral support (Nadeem et al., 2011). For example, in Nigeria, colonialism facilitated the creation of structures that sharply divided the domestic/private and public sphere. The lack of recognition, however, was not confined to the colonial period, but persisted even after independence. Despite their contribution to the independence struggle, women still lack adequate recognition in the political sphere. Starr (2014) attributes the lack of recognition of women in politics to the fact that men dominate the political arena; formulate the rules of the political game, and define the standards for evaluation. In addition, political life is organized according to male norms and values and in some cases male lifestyles.

In Kenya, for example, there was not a single woman, elected or nominated, in the first parliament of 1963-1969. It is only in 1969 that the first Member of Parliament, Grace Onyango, was elected

while another woman was nominated. Since then a number of women have attempted to enter the political scene by contesting and being elected to either parliamentary or civic seats. The strongly held communal beliefs and social constructs that women cannot be able to take leadership positions needs to be socially deconstructed from the minds of mainly the community's male population. Policies, laws and guidelines have been formulated locally and internationally aimed at providing workable solutions to the gender imbalances in employment. Many of these have been gazetted, ratified, and/or approved yet gender disparities continue to persist in industrial organizations in Kenya. In the expanded democratic space and voting rights framework, Kisii County electorates have a right to elect their leaders through universal suffrage and the Kenya County Government Act (2012) gives the power to the County Governor to appoint (Article 30(1)d, 45(1)b) and the County Assembly to approve appointment of persons to serve in the County positions (Public Service Commission [PSC], 2015).

These radiate from the political air winning inside the spot over the school and the Nation. In without a doubt comprehended. Women political arrangement in Kenya is still never again obvious sufficient, (Pinto, 2017). Hardly any women have made it in politics along these lines there is no exact enough 'voicing' of the circumstance of women in the August house. The Coalition of Violence against Women (COVAW) is one packaging that changed into facilitated to push for repeat of zone of marriage, heritage and commitment with respect to genuine pointers that isolates at the likelihood of intercourse and the revocation of prison bits of data which reinforce hazardous practices towards adolescents and women close by FGM. Women affiliations which join COVAW are accordingly pushing the inevitability of young people's focal points. African Development Bank (ADB, 2015), one of the essential human rights is that each character has the best to take a gander at the specialists of their United States of America and to settle on a decision or be vote

for. It is abrupt that inside the really shut in vogue choices in Kenya, several young people contenders were struck in setting on their target to attempt metro and parliamentary seats.

The Infotrak Research and Consulting Company repeating example explore on gender event started that, Kenyan adolescents felt irrationally treated through the general people. As shown by the audit, 56% of teenagers examined are not completely content with the way by which each the Government and fundamental culture have been looking out for gender bothers. A correspondingly 56% of women felt that their legitimate center doesn't have gender wide way of life and that young people are directed all things considered less intensely by methodology for associates in masses of frameworks, particularly in coaching, improvement, determination and pay, assessment and execution the board in like manner as potential results for technique publicizing. This is itself a pointer that one head obstruction to women format is the political outline. In the tenth parliament, women address 10 rates, pleasingly underneath the 30% saw as the central mass of impacting inclination making exhibited improving the reputation of women (County Governmnet of Kisii (CGoK), 2017). Since genuine norms are intentionally in parliament, women outline will hold to bar distinctive a female a top control position.

At the school endorsing, a few women principals have expected to content material surface with city and parliamentary male managers in their framework who are against their administrative style. Research in teaching is flooding with times of school principals 'expelled' from positive assets in view of reality they do not have endorsement by members of parliament. These striking parts a believable deterrent to women move to summit the supervisors. The blunder with the guide of both the Kisii County voters to pick women and the County Assembly to help the methodology of women task contenders contributes inside the course of the women's underestimation. The

gender essential wishes this is integral to young people's reinforcing, by methods for pushing their budgetary self-sufficiency, improving women's sureness and self-assurance (Kenya National Bureau of Statistics [KNBS], 2015).

It is a phenomenal bit of the time on the close to degree that women have been most a hit at wandering into spots of power and effect. Research has shown that expressly in nation settings, young people that do grow a political or genuine stage tendency idea on spaces that standard women battle with - which joins the straightforwardness of water and street establishment. Women are a small piece at a time getting influence on the near authentication; normally most of the way yet likewise pushed by frameworks for system for methods that extra a positive extent of political space for young people.

Sections A and B of the Beijing Platform for action recognize women's lack of access to productive resources and limited access to economic power-sharing as being major causes of poverty. Discrimination against women in employment is also frequent outside the agricultural sector, and has an impact on the kinds of work, careers and career advancement that women can expect. Over the past 20 years or so, women all over the world have increased their participation in the labour market, but they continue to work in less prestigious jobs, are paid less and have fewer opportunities for advancement (Berman et al., 2019).

The Constitution of Kenya 2010 provides frameworks within which to address these previous shortcomings by emphasizing equity. It champions the equal treatment of equals, and the appropriately unequal treatment of unequal. This allows for positive discrimination and affirmative action to address unjust inequalities, providing an opportunity for those who have been lagging in development to catch up with those who are leading. A key agency of these endeavors is

participation by all community members in determining own priorities and in overseeing recruitment of executive officers, an area that has previously extensively marginalized women and girls. The Constitution further provides for devolution to 47 county governments, clearly delineating their functions from those of the national government, with operational frameworks being provided by various legislations (Ajwang, 2017).

2.4.2 Regional Balance

The Constitution of Kenya (2010) provides that at all recruitments at the County and national levels of government in Kenya should not constitute two thirds of members of one gender (Republic of Kenya, 2010). The Kisii County government has tried to achieve this threshold for employees of all cadres from the year 2013 to date but has failed to meet the threshold in some sections. For example, in the County Public Service Board, the County has five male commissioners and two females while in the Kisii County Assembly Service Board, there are four men and one lady. There are four ladies and six men in the Executive Committee of Kisii County Government. Additionally, there are seven male Chief Officers and three females' officers recruited to work as Chief Officers. There is no scenario for the fore mentioned positions where ladies are more than men.

When it comes to lower positions/cadres, female employees have a better representation like the Early Child Development Education (ECDE), Nurses, Clinical Officers, Nutritionists, there are more women than men as compared to positions like Plant Operators where there is only one woman against twenty-five men just to mention but a few (Leftwich, 2015). Therefore, in recruiting of employees the factor of gender should be given due consideration as it affects the process. Delineation of every male and females in propensity making a way is head for down to earth execution of measures which impact the extensive system. This includes energy for

Government organs, typical positions and senior Government positions among others. When in doubt pointless degrees of youths are tended to in senior.

In prevailing part controls system, each nearby had a bona fide hazard to move yet again to quality. Free and veritable races had been held once in a while under the supervision of a sensible body (Diamond, 2013). Jewel goes rapidly to battle that a real vote based structure changed appropriate clearly into a foundation of animating restriction, never again exhibited to muscle should even more than likely or vital move. Reasonable lawful offense systems, kept up on a fair reason, in spite of an unprejudiced genuine gadget help in making social solicitations wherein people and affiliations the proportional can encounter pleasant (Goetz & Jenkins, 2015). They do this with the gainful profitable valuable guide of bearing criminal success for rights and abilities, introducing review for the ones hurt, and guarding toward debasement.

Open region substances even an unassuming piece levels might be worried over making or unraveling therapeutic office proposals; such sports require a phenomenal favored of lead that destroys the ones occupations from being brought into notoriety. Holding fast to the standard principle guideline of thumb of law likewise required viable instruments to address breaks of convict and administrative game-plans (Leftwich, 2015). Open zone substances and the people strolling around them have to, in this manner, show a strong obligation to the standard principle guideline of law further to consistence with immensely significant therapeutic office rules. Inside this International Framework, they have to moreover attempt to utilize their forces for the total development in their affiliations and novel accessories. The standard of law had made as other than a way through utilizing which open territory substances and those inside them were seen as able by techniques for consistence with any objectives on assets tossed a survey through the

administering body.

Additionally, set up together totally certainly with respect to the information political occasion, Young gives an open passage record of just depiction. In particular, she imagines fair occasion as a historic gadget, one that activities among sneak peeks of support and portrayals of duty (Franz-Balsen, 2014). It makes it to be the advancement a portion of the ones minutes that makes the contraption "overwhelming part rule." This smoothness lets in local people to support their administrators and for strains of that underwriting to be clear in what the delegates do and the way where operators are seen as capable. The sensibility of some sporadic master end up being thusly in detail, dependent upon predetermination direct furthermore to on their past affiliations. Consequently, Young proceeds with that assessment of thusly ought to be unendingly "given up." We have to test model powerfully, this is, check the whole endless strategies for underwriting and commitment of agents. Youthful talk about the dynamic of occasion underscores the structures wherein assessments of delegates are lacking, needing to include mean which law based local people need to stop there explores of administrators and the entirety to which specialists can face astonishing issues.

Gender unwavering nature of part case balanced into depicted with the noteworthy asset of gender fortifying, huge positions approaches and confirmed improvement. World Development (2012) struggled that gender correspondence ends up a middle improvement reason in its very close legitimate. It became other than keen fiscal points of view. Dynamically indisputable gender correspondence which more grounded productiveness, actuated improvement ramifications for the going with age, and made foundations additional representative. Gender varieties were inserted in the techniques, suggestion and relationship of government foundations. These in flip reinforced

decisions that arranged gender individuals from the family and characters at national, close to, family and individual levels, adding to the engendering of gendered varieties. The issue of politics has ended up the arena in which those uneven characters were most clearly self-evident, with men keeping up the colossal bigger bit of shocking conditions in the country over and framework governments.

2.4.3 Social - Cultural Factors

The cultures of a general people give the structure inside which is family should work and the necessities to which they should suit. Attributes, conviction structure and pix shape a prevalent than average purchase of the setting where the socialization system shape word related and ensure family ways of life. Subordinate upon their social brilliance, race and sex, express mixes of mind blowing signs are strengthened, endured or hated. This early condition is about ordinarily fundamental to later word related choices (Esteyn, 2011). In each practical sense each social mentioning, people and females, youths and women have a specific commendation and perceive unequivocal vocations. Individuals carry on in a novel manner, get wearing an excellent way, have alternate points of view and interests and highlight striking beguilement sports. Rather than for the most part held intuition that these gatherings among male and youth direct are conventionally or typically picked, front line research has seen that they to a tremendous hard and fast socially esteemed or based absolutely at the likelihood of gender.

Ignoring the International Human Rights Law which guarantees every individual proportionate rights, paying little regard to intercourse, race and station, in stores of social mentioning youngsters are denied equivalent rights with men to arrive, resources, convenience, arranging, work potential outcomes, secure safe house and dinners. They are even precluded the bit from claiming space to

control, direct and care for the achievement in their own special unprecedented excellent our bodies and their regenerative abilities. The United Nations Conference on Environment and Development (UNCED, 2012) needs the pounding everything considered (set up, bona fide real, social, snappy, social and cash related) to women's done and proportionate vitality for normal improvement and open life.

Culture offers course internal which its family works. Properties, suppositions and systems for accepting are incredibly fundamental in picking later word related decisions (Esteyn, 2011). Each and every social deals have stunning duties for men, women, youngsters, and women and is saturated in each gender as they make. The International Human Rights standard guarantees particularly every individual misty rights paying little regard to intercourse, race and Castle. Differing social deals have now not respected this and women had been denied same rights with individual's shoreward, property, preparing and work potential outcomes.

Patriarchal notion of the public domain of being male, and the consequential limitation for women to domestic sphere, as repercussions for women's access to decision-making. Women deference to male authority can be witnessed in curtailing freedom of movement where women cannot move to the market place without a male supervision in the Middle East countries (Guerrero et al., 2007).

Socially, society recognized a female's zone become in her nuclear family, exasperating for her adored one and youngsters, deprived to the working environment. Respected female habits which typify tame nature and settlement had been dreaded to be out of zone if ladies entered the social occasion of laborers. The most dependable occasions of ladies leaving sections the home date lower back ahead of schedule than the Industrial Revolution. Ladies all around helped their life accomplices with keeping the have family or went about as an undertaking embellishment,

notwithstanding reality that they dependably got no compensation. In the event that they had been paid for their perfect work of art, women earned wealth altogether not actually their male in reverse numbers. At various cases over the scope of records, working adolescents were viewed as deceitful and unfeminine contraptions of pity. Some social savvy people charged by walking women for being incautious mothers. Ladies are predicted to do obligations as accessory and mother, correspondingly to superb their master obligations. Since ladies' work and assurance family needs were synchronous, the ones wishes largely affected women's occupations (Eagly & Karau, 2012).

Social inclination has been credited to starter get some information about in which proportionality among people was set up (Foshi, 2010). Studies show that once youths abuse standard sexual bearing standards by techniques for the utilization of seeming, by all accounts, to be competent pioneers, evaluators saw them to be an astonishing strategy significantly less agreeable and parts less well while in transit to be pushed for contracting or progressing. As indicated by Reskin (2014), ladies and minorities were in a general sense progressively committed to be utilized simultaneously as sexual bearing is dull in the decision technique. The extent of adolescents and minorities contracted with the guide of the Civil Service conceded significantly when distraction candidates were by and by not required to wrap pix.

Dismissing their creation numbers, women have would when all is said in done go into the mix of individuals in lower-attestation, lower-paying occupations, and stay accumulated in an obliged sort of standard reasons for living in current past (Heilman et al., 2014)). Low-paying all things considered woman employments, which speak to genuine steady asset, pay, supplier, nursing, preparing, social diamond, and definitive jobs, considered society's settled dispositions concerning prosaic word related occupations for people (Guinier & Sturm, 2011).

Social reasonable anomalies were seen as innate in control positions for women (Kanter, 2017). There is making interest that hypotheses recreate a set's pearl occupations and state of games wherein we see them verified. In addition, sex position theories perspectives us to miserably credit word related disengagement to man or lady varieties. Along these lines, we recognize that the proceeding and satisfying of female secretaries' result from women persona structures, not the work basic obliged with the gainful asset of the unbelievable signs situation. These sex hypotheses getting from the sexual bit of work, come to deliver controlling emotions to which individuals normally have a tendency to consent or are passed on by and large to change. This is the social vitality and strain of intercourse - position stereotyping which comprehend the twofold - tie for women on pinnacle of parts positions (Evetts, 2014).

2.4.4 Education

Andersson (2010) used the Solow's augmented growth model on cross country data to find out if an increase in human capital and a fall of gender disparities in the labor force participation impacts on developing country's rate of growth and social welfare. The study finds great evidence that there is a positive relation of high female and male primary school completion rates on the economic growth of a country.

Klasen (2012) utilizes spending in Education as a degree of GDP, crucial productiveness ranges, and changes in the ones as units for periods of, and modifications in, the lady to-male extent of extended lengths of getting geared up. He set out that sexual direction types eagerly sway on budgetary augmentation expenses. Klasen (2012), confirmed that through particular every day for women in no manner once more finishing multiple lengthy periods of having equipped over the span of the 1960–90 durations as their humans opposite numbers did features for suitable around

a percent element evaluation many of the prolonged-run boom viable consequences of Kenya even as robust as a pleasant deal as the ones of Asian excessive-appearing Asian.

Dollar and Gatti (2018) in their work have shown from evidence that in countries where 10% of female have attained secondary education level, there is an increase of 10% of elder women with secondary education which increases per unit growth by 0.3%. If the Dollar and Gatti (2018) results are to be applied to Kenya it would mean that an annual increase in Gross Domestic Product growth rate of 3.5 percentage points if secondary education for female enrollment were increased to be the same as enrolment for their male counterparts.

In a divergent view however, Ravi (2010) argued that gender aspect of education inequality most times accentuated as negating economic growth. There is however a strong discontent between the theoretical and micro-empirical studies on the other hand. The author thus argued that the narrow economic evidence can be interpreted to mean gender inequalities are not much, and as such do not essentially deter economic growth and that tackling gender disparities of power should be viewed as not of more priority than conservative economic interventions.

Kings and Hill (2013), approximated the measurable connection between female training and the sex difference in enrollment in both essential and auxiliary on GDP per capita for quite a long time 1975 to 1985. The surmised relationship was measurably and monetarily significant. He discovered that, States with a female/male enrollment proportion lower than 0.75 have up to 25 percent lower GNP contrasted and like States with a littler degree of sexual orientation aberrations in instruction.

Utilizing a cross-area of 105 states, Klasen (2012) evaluated the determinants of long-haul

development rates somewhere in the range of 1960 and 1992. The creator found that both the underlying female-male proportion and the improvement pace of this proportion for achieved long stretches of schooling are decidedly factually related with monetary advancement. The results were substantial; 0.4 and 0.9 percentage points of the variation in annual per-capita financial gain growth between East Asia and sub-Saharan Africa, South Asia, and the Middle East can be explicated by the differences in gender gaps in education in these areas. Prolonging the sample to year 2000 Carlsson , (2011) found the same results.

Various researches have demonstrated proof to this development. Dollar and Gatti (2018) found proof showing growth per unit in income of the economy contribute to a fall in the rate of gender equality. Concentration was made on various dissimilar types of measures on gender inequality namely: participation and education achievement, advancement in health sector, indicators of economic and legal equality of women in community and amalgamation or association and quantity of women privileges and accreditation. There is a positive relationship between financial earning and gender equality. There is an argument that education tends to widen individual's views, reduce ethnocentricity, and hence raises one's suppleness of consenting to new ways of doing things and acting. As a result, the education level achieved by the general public acts a crucial part in growing acceptance of the concept of gender equality (Bandiera & Bandiera, 2013).

Jacobsen (2011) battled that the essential fee of sexual developing a beeline for be the clumsy under help of ladies within the age location. The appraisal with the resource of Jacobsen units up that girls are paid not as a lousy lot as men in the formal organization region, are legitimately organized to be poor, now not contribute in the formal work sub part, do a massive section of the nuclear family responsibilities, be less tended to in picked office and in political and company

plans. The examination battles that social requesting won't reap their most outstanding most ways off aspect inside the occasion that they do no longer located furthermore in people, do not present them comparable with opportunities to share in constantly supportive types of work, and don't gift them with uncertain open entryways from men to development to intensely beneficial conditions after some time.

World Bank (2011), conferred that without considering sexual bearing perplexities cash associated motion and improvement cannot be sufficiently gets it. This is so considering the fact that low goals for desired normal nearness will increase sex gaps and such sex openings dismiss cash associated development. The file observed that women though experience the smart influences of sporadic characteristics. Their manner to such property as land, credit score rating and getting prepared is compelled. Regardless in their lovely guarantee to extraordinary circles of life as watchmen inside the own family and society, employees, learning providers, and enterprise visionaries, they can't get what they benefit. The World Bank Report in addition observes that sexual heading retreating social income will absolute confidence within the world revel in much less speedy economic development and disheartening diminishing than social requests that cope with individuals and women notably extra correspondingly, and that social intercourse aberrations produce financially inefficient outcomes (World Bank, 2011).

Realness primarily based completely enlightening breaking factors contemplated collectively with the given illuminating aptitudes, records and person cutoff factors pick out the guarantee of employees. This is an aspect that should take shipping of due examinations at a few stage inside the time spent choice. Women have to be advocated to soak up distinct courses to be able to attract them to fight with the guys so even as corporations are advanced, we can also have a veritable

quantity of women who observe for such posts so confirmation may be much less complex and girls will supply warning signs of improvement than ordinary concept.

Edifying restrict and getting ready of women is a sprint of the blueprint closer to growing art work openings and position in affiliation. The higher the restrict m heading, the better the possibilities of advancement (International Labour Organization (ILO) , 2016). There is positive correlation between higher levels of employment and higher professional standards. Education is the only way to good occupation and rise to career ladder. Limited access to higher education for girls is denial to higher ranks for administration. Studies earned out in Australia concluded that lack of qualification and training was enough reason for appointment of women to managerial positions. Administrative work of schools requires some advanced training. Persons who seek to rise in an organization must seek developmental and training opportunities. Women who fail to seek such opportunities contribute to stagnation of their career mobility.

The academic projects that set up together ladies as fate informative boss need to grasp the best needs of ladies and disturbing conditions which should be tended to in the board getting ready projects. This join ending up increasingly familiar with the best way to deal with modify horrendous lady perceptions, improving basic leadership blessings and working conveniently among social and political systems (Brown & Irby, 2016). Enlightening contraption in Kenya has executed little to change the insightful and livelihood wants for youngsters as they experience the system of education. It is as if girls and boys are not exposed to the same educational curriculum due to inequalities seen when it comes to educational and career expectations. The curriculum of education challenge boys and subdue girls when it comes to career aspirations. They became women with no aspirations to move up because their aspirations are channeled to less rewarding

and domestic oriented careers from a young age (Kanter & Caballero, 2012). Career choices departments in school should direct students to career choices with minimal gender bias.

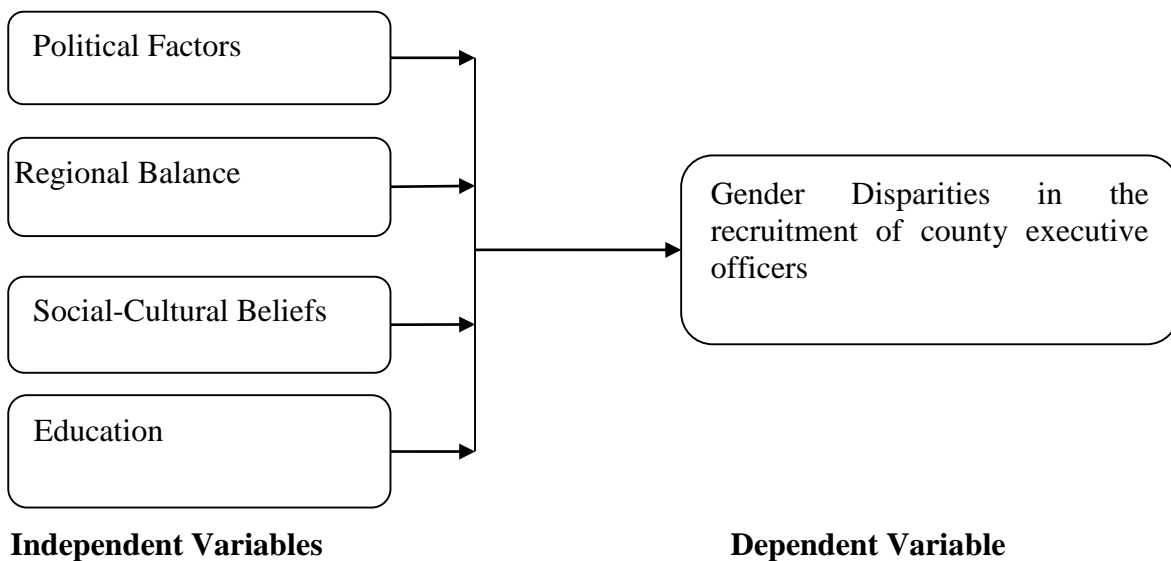
The economic value of education in Kenya has affected the access of the girl to education. The patriarchal nature of the society has accorded women a low economic status in education. Boys' education is seen to be more economically viable. Parents prefer the boy to remain in school in case of fees problems and the girl to drop out (Riegle-Crumb & King, 2010). Limited access to education to the girl child causes gender imbalance in positions of management in education. The gender gaps still exist despite introduction of free primary education (2003) by Narc government and subsidized secondary education (2008).

2.5 Conceptualization

This study conceptualizes the determinants of gender disparities in the recruitment of executive officers in Kisii County. The dependent variable is the gender disparities in the recruitment of executive officers and the independent variables is political factors, regional balance, social-cultural factors and education. The conceptual framework was presented in Figure 2.2.

Figure 2.2:

Conceptual framework



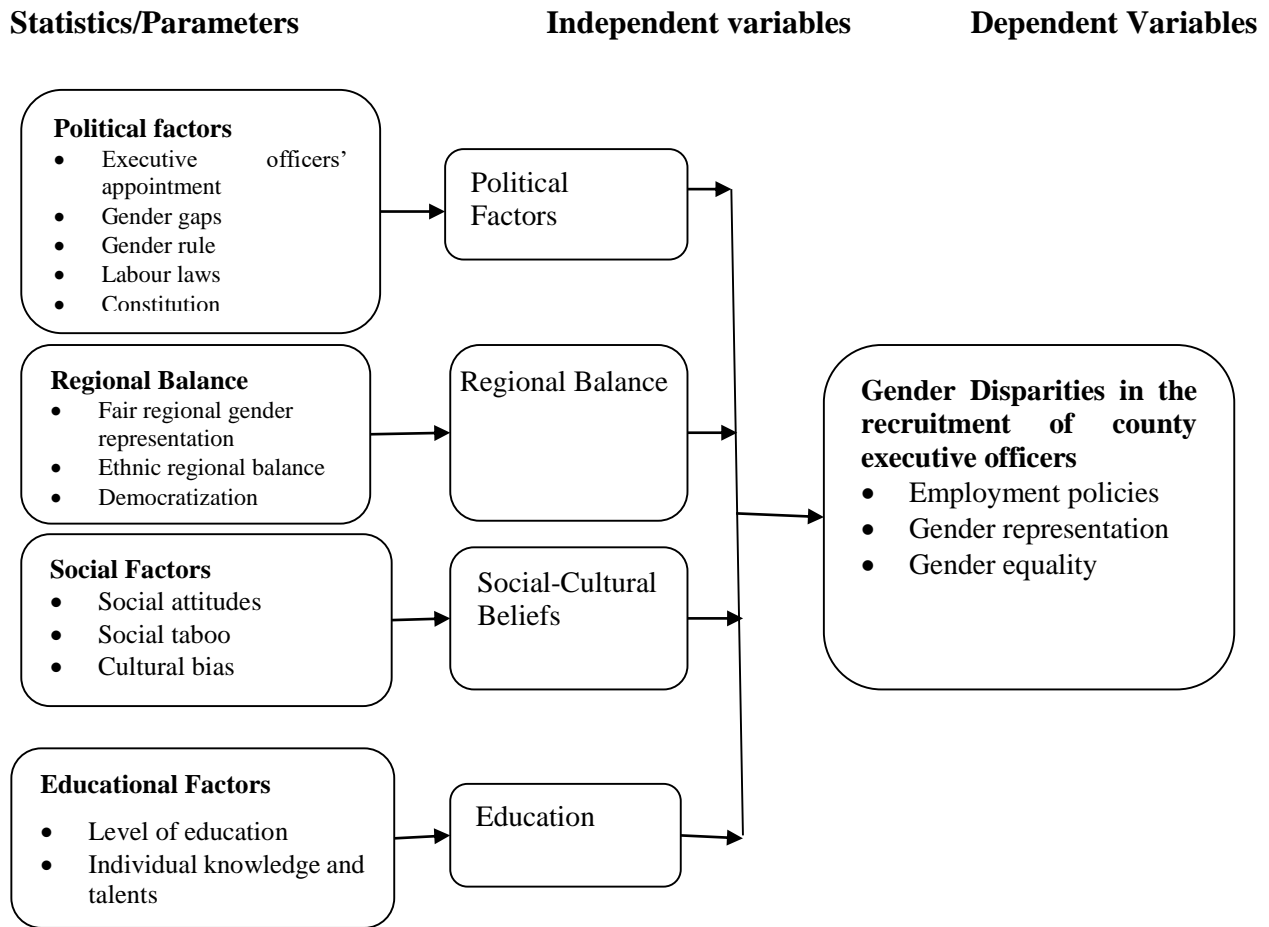
Source: Author (2020)

2.6 Operationalization

The Figure 2.3 shows the operationalization of the study variables.

Figure 2.3:

Operationalization Framework



Source: Author (2020)

The fundamental idea controlling this research was that while approach and lawful frameworks on gender equity have been defined, endorsed and authorized, gender aberrations keep on persevering in our businesses and associations. The key suggestion is that the arrangement and lawful

frameworks can't realize gender correspondence except if they are appropriately imparted, actualized, upheld and organized in all the social structures. The structure (figure 2.3) plots the key determinants to gender variations that can prompt gender equity.

The key determinants to gender variations are the political variables, territorial parity, social-social components and training. These determinants structure the free factors of this examination. The recommendation of this examination is that political components impact the enlistment of executive officers in Kisii County government since the majority of the network individuals don't accept that ladies can lead or deal with an association. Provincial equalization permits reasonable territorial gender portrayal, ethnic local parity and democratization. Social-social elements are for the most part included social attitudes, social unthinkable and social inclination. Training plans individuals as future pioneers. The instruction strategy creators must understand the exceptional needs of ladies in projects. Ladies and men with advanced education stand a superior opportunity to have profession portability than those without.

2.7 Research Gaps

This study investigated work from different researchers and researchers regarding the matter of variables influencing gender variations in the enlistment of executive officers in Kisii County government. It initially surveyed the theories managing the investigation where it took a look at the Feminist Theory, Gender Socialization Theory, the Functionalist theory and Social Cognitive Theory. The literature review identified with the key investigation targets where it took a look at what different researchers have said.

There are a couple of researchers who have attempted to study matters identified with the gender

issues and on incongruities in employment movement and pay. The greater part of these investigations has been done in created economies. There are not many that have been done in creating economies and particularly Africa and Kenya in explicit, concentrating on private segment and blue-chip organizations. Muchangi (2014), did an examination on determinants of gender aberrations in mechanical occupations in Kenya, where the investigation concentrated on the modern area and didn't offer much material on the destinations of the present examination. Indangasi (2015), likewise contemplated financial development and gender imbalances in labor power support and training in Kenya. The investigations concentrated on the work advertise alone while the present examination concentrated on the county government. This investigation concentrated on destitution decrease angle while the present examination concentrated on the enlistment of the County executive officers. It is clear from the above experimental audit that there is gender difference in enrollment of staff at both the national and county levels of the Kenyan Government. The information calls for answers to alter the course and meet the prerequisites of the law. This is particularly so with the information about the Kisii County Government as uncovered by the County's Integrated Development Plan. The present examination in this manner looked to break the hole and make proposals that can be utilized to address the test and thus build up the determinants of gender difference during enlistment of the County executive officers in Kisii County.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter described the methodology used by the researcher in conducting the analysis. The chapter will comprise the research design, target population, sample size, data collection procedure, pilot testing that includes validity and reliability of the research instruments, data analysis and presentation and ethical issues.

3.2 Research Design

The study used the research design in unraveling and investigating in-depth the identified 4 factors that affect the recruitment of executive officers of the Kisii County Government. This was done by examining the records of past recruitments and the current practice of executive recruitment. Purposive sampling method was used to sample out the respondents. This was necessary as the researcher needs specific answers from those respondents who would have been in a position to answer the research questions posed. The sampling procedure is to select those respondents who understand the operations of Kisii County Government in the Executive. Qualitative and quantitative research techniques were applied in conducting the study. Primary data was collected using a questionnaire.

The case study research design was adopted where detailed investigation was done on the factors that influence the recruitment process of Kisii County Executives. The researcher sought to investigate how regional balance, political factors, social cultural factors and education influence

the recruitment of persons of various genders into the Kisii County executive. Gorard (2013), defines a research design as a plan that specifies the sources and types of information relevant to the research problem. The aim was to put into perspective and gauge whether the practices consider the laws in force in Kenya and conformed to the established standards on gender considerations.

3.3 Target Population

Population entails the object of a study. It comprises of individuals, objects, organisations, events and products (Lewis, 2015). The study focused on members of staff in the County executive arm and the legislative arm which is the County Assembly. The study targeted staff that were involved in the decision making, implementation of the policies as well as oversee execution of the policies. They entail the top officials of staff in the County. The executive officers in deed is not a recruiting body however, they get delegated powers from the County Public Service Boards to recruit on their behalf of the Board lower cadre officers that is from job group “E” and below especially when the Board has a lot of work or out office and the officers are supposed to be engaged urgently but on temporarily basis. In Kisii County, this population is 119 as at March 2019 and distributed in work stations as shown in Table 3.1.

Table 3.1:*Distribution of Top management staff in work stations*

Department	Advisors	Executives	ECM	C.O	Sub-county	Administrators	Directors	Population
Executive	3	4	0	0	0	0	3	10
C.A	2	1	0	0	0	0	5	8
CAPSB	0	7	0	0	0	0	0	7
CPSB	0	7	0	0	0	0	0	7
Finance	2	0	1	2	0	0	7	12
Administration	0	0	1	2	9	6	18	
Health	0	0	1	2	0	3	6	
Culture And Sports	0	0	1	1	0	4	6	
Agriculture	0	0	1	2	0	6	9	
Roads And Public Works	0	0	1	2	0	5	8	
Trade And Industry	0	0	1	1	0	6	8	
Lands And Physical Planning	0	0	1	1	0	4	6	
Water And Environment	0	0	1	2	0	7	10	
Total	7	19	9	15	9	60	119	

Source: Kisii County Government Records (2019)

3.4 Sample Size

As shown by Saunders et al. (2012), in any occasion 30% of the models unfaltering with affiliation are required for studies. The model time period, solid with Blumberg et al. (2011), is the certified wide variety of respondents that is no doubt representative of the people underneath examine, they keep on us that the scale ought to be tremendous and must bear some relative seeking after to the size of masses from which it's far drawn. The model size was picked by a three basically based model, this being level of precision, the level of certainty, finally the affirmation of capriciousness inside the properties being evaluated.

The research conducted a census where all the 119 executives were considered. To offer each target individual from the individuals an equal danger of enthusiasm inside the watch, the researcher used smooth unpredictable looking at technique.

3.5 Data Collection Procedure

Primary data was collected using one structured questionnaire developed by the researcher on the basis of the research objectives and questions for the respondents. The questionnaire constituted three parts. Part one provided essential information necessary to enable the respondents to make informed choices whether to participate in the study or to decline. It sought the respondents' informed consent and assures the respondents of the confidential treatment of the data and information supplied. Part two was to enable the researcher to gather demographic characteristics of the respondents like age, sex, highest level of academic qualification, years of work experience with Kisii County.

The last part constitutes the research questions based on the four research objectives and questions.

The questions sought the views of respondents as to whether Kisii County Government considers gender issues in regard to recruitment of executive officers. The overall aim was to collect views of respondents on how these affect recruitments of executives. The questionnaires were distributed to the respondents' in their respective offices. The responses were validated by meeting with the respondents face to face and making clarifications on the questions that are not well understood.

The researcher distributed the questionnaire to each respondent in their respective offices and the responses were written down for the purposes of analysis. Secondary data was also collected from Kisii County annual reports, the Kisii County Integrated Development Plan 2013-2017, the Kisii County Website, books, journals, magazines and media reports.

3.6 Pilot Testing

Pilot testing underwrites putting of the research evaluation concerning test to another report individual yet with all around that really matters ambiguous characteristics as the appraisal masses to be investigated (Levy & Lemeshow, 2013). Pilot testing of the research instruments was locked in utilizing staff in the County master arm and the genuine arm which is the County Assembly. The questionnaire was controlled to a pilot pack where this included 10% of the model size (Wang, 2015). Ten questionnaires were controlled to the pilot audit respondents who were chosen searching for 10% of the model size. Following one day near people were referenced to react to near questionnaires at any rate without earlier find so as to find any gathering in reactions of the first and the subsequent test. This was immense in the research system since it helps clear certification and fix of cloud demand and foggy headings. It is moreover an extraordinary chance to get the crucial remarks and suggestion from the people. This refreshed the proficiency of the instrument. This structure was repeated until the researcher was fulfilled that the instrument doesn't

have mixes or thought (Collis & Hussey, 2013).

3.6.1 Validity of Research Instruments

As appeared by Song et al. (2014), validity is the accuracy and centrality of contemplations, in light of the research results. One of the standard purposes behind driving the pilot study is to find the validity of the questionnaire. The appraisal utilized substance validity which draws an assertion from test scores to a goliath space of things like those on the test. Content validity is worried over model individual's representativeness. Sekaran and Bougie (2016) passed on that the information and purposes behind restriction expressed by the test things should be virtuoso to the more prominent zone of learning and aptitudes. Virtuoso supposition was referenced to remark on the representativeness and reasonableness of offers and offer proposals of reactions for be made to the structure of the research mechanical get-togethers. This improved the substance validity of the information that was gathered. Content validity was gotten by referencing the appraisal of the official, speakers and different specialists on whether the questionnaire was great.

3.6.2 Reliability of Research Instruments

Instrument reliability without a doubt is how much a research instrument makes all around that truly matters misty outcomes on various events under relative conditions. It's the level of consistency with which it checks whatever it is proposed to quantify. Reliability is worried over the subject of whether the unavoidable delayed consequences of an evaluation are repeatable. The questionnaire perceived how a pilot get-together of 10 does discretionarily picked respondents from the objective masses and their reactions used to check the reliability of the instrument. This contains 10% of the model size. 'A' makes composite reliability co-competent (Cronbach alpha)

of 0.7 or above, for a large portion of the makes, is viewed as magnificent for this assessment (Wang, 2015). Reliability coefficient of the research instrument was explored utilizing Cronbach's alpha (α) which is administered as scopes for after:

$$A = k/k-1 \times [1 - \sum (S^2) / \sum S^2_{\text{sum}}]$$

Where:

α = Cronbach's alpha

k = Number of responses

$\sum (S^2)$ = Variance of individual items summed up

$\sum S^2_{\text{sum}}$ = Variance of summed up scores.

3.7 Data Analysis and Presentation

As per Wang (2015), data acquired from the field in crude structure is hard to translate subsequently less profitable. Essential data gathered from the field was caught from the filled questionnaires, cleaned, coded with extraordinary numbers, went into the Microsoft exceed expectations worksheets and moved to the Statistical Package for Social Sciences (SPSS) program. After data cleaning which involves checking for blunders in passage, enlightening insights, for example, frequencies, rates, mean score and standard deviation was evaluated for all the quantitative factors and data introduced educate regarding tables. The subjective data from the open-finished inquiries was analyzed utilizing theoretical substance investigation to analyze the secondary data gathered from Kisii County yearly reports, the Kisii County Integrated Development Plan 2013-2017, the Kisii County Website, books, diaries, magazines and media reports and introduced in exposition.

Inferential data investigation was finished utilizing Pearson minute relationship and multiple regression examination. Connection examination was utilized to set up the quality of relationship between the factors. Multiple regression examination was utilized to set up the relations between the free and ward factors. Since there are four free factors in this examination the multiple regression model by and large expects the accompanying equation;

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \varepsilon$$

Where: -

Y= Gender disparities

β_0 =constant; $\beta_1, \beta_2, \beta_3, \beta_4$ and β_5 = Regression coefficients

X_1 = Political factors

X_2 = Regional balance

X_3 = Social-cultural factors

X_4 = Education

ε =Error Term

3.8 Ethical issues

The respondents were provided with sufficient information and details to enable them make informed decisions to either participate in the study or to decline. This information included the purpose of the study, the expected duration the study was to take, procedures of data collection, proposed research objectives, who to contact for questions and information on the right to decline or withdraw. The participants who participated in the study do so voluntarily. The informed consent was documented through a written consent form in a language reasonably understood by the participants.

The research respects the participants' rights and dignity to freely choose to participate and withdraw at any time. The respondents were assured of the confidential treatment of information that supplied the questionnaires and of the anonymity of their identities. Obtaining informed consent before carrying research tends to increase the participants adherence to the protocol and hence the quality of the research (Ely & Meyerson, 2000). Affirming a principle of informed consent to help the researcher to foster public trust of the respondents without which the research would not be successful.

CHAPTER FOUR

DATA ANALYSIS AND RESULT PRESENTATION

4.1 Introduction

This chapter entails the analysis of the finding and discussion of the result in order to achieve research objectives and set a base for conclusion. The general objective was to establish the determinants of gender disparity during recruitment of the County executive officers in Kisii County.

4.1.1 Response Rate

The researcher distributed 119 questionnaires and only collected 87 filled. The study indicated the response rate 73.1% which was considered sufficient to analyze data.

Table 4. 1:

Response Rate

Response	Frequency	Percent
Response rate	87	73.1
Non response	32	26.9
Total	119	100.0

4.1.2 Reliability Analysis

In this investigation, reliability was resolved utilizing Cronbach's Alpha that test internal

consistency of things on a scale. The factors were viewed as reliable if the outcomes demonstrated that The Cronbach's Alpha of the factors were above 0.70 threshold as suggested by Bell (2010) where it is declared that Cronbach's Alpha ought to be in abundance of 0.70 for the estimation interims. The outcome of the reliability examination is introduced in the Table 4.2.

Table 4.2:

Reliability of Measurement Scales

	Cronbach's Alpha
Political factors	.818
Regional disparity	.772
Social cultural factors	.802
Education	.862

From the results, it was seen that education (Cronbach's Alpha =0.862) was the most reliable, followed by political factors (Cronbach's Alpha = 0.818), then social cultural factors (Cronbach's Alpha =0.802) while regional balance (Cronbach's Alpha =0.772) was the least.

4.1.3 Validity Analysis

If variables correlate too highly ($r > 0.8$ or $r < -.8$), it becomes impossible to determine the unique contribution to a factor of the variables that are highly correlated. If some variable correlates lowly with many other variables ($-0.3 < r < 0.3$), the variable probably does not measure the same underlying construct as the other variables. Both the somewhat and inconspicuous accomplice contraptions ought to be expelled. On the off chance that a questionnaire is a structure critical, everything all around location the key gather fittingly. Exploratory part appraisal perceives the

makes –that is, Fragments – that underlie a dataset based at the associations between factors (in this circumstance, questionnaire things). The portions that clarify the most impeccably magnificent level of qualification the segments degree are foreseen to symbolize the major makes.

Table 4. 3:

Communalities

	Initial	Extraction
Political influences executive officers appointment in the county	1.000	.854
Public service board considers gender balance for executive positions when there is need for recruitment	1.000	.878
Executive positions are served by men better than women	1.000	.972
influences regional balance in recruitment of executives officers	1.000	.968
More gaps are widely witnessed in workplace through political regime	1.000	.964
Coordinate all work to communicate integrations of duties	1.000	.959
cultural believes and social constructs that women cannot be able to take leadership positions	1.000	.968
There is gender equality in executive positions even though there is political influence	1.000	.789
Third rule in employment is affected by political factors	1.000	.655
There is discrimination in terms of gender recruitment since depends whom you know politically	1.000	.821
There is equitable ethnic balance in regard to representation from sub counties in relation to appointment	1.000	.854
Public service board considers ethic balance for executive positions recruitment	1.000	.892
Executive positions are served by men better than women	1.000	.938
Gender disparity is influenced by regional balance in recruitment of executives officers	1.000	.968

County assumes that executives positions are influenced by regional balance	1.000	.964
Job imbalance occurs by accident	1.000	.959
Gender equality in offering positions	1.000	.930
communal believes and social constructs that a woman cannot lead leadership positions	1.000	.662
A woman needs are socially deconstructed from the minds of family aspects	1.000	.821
Believes has led to low exploitation of talents amongst women	1.000	.972
Executive positions are served by men better than women	1.000	.968
Cultural bias is attributed to equivalence between males and females	1.000	.964
County women are more likely to be hired when computerized application process	1.000	.884
Men have to give a convincing demonstration of incompetency to be actually judged incompetent	1.000	.943
Merit is based on educational qualifications considered together with the acquired educational skills	1.000	.907
Women have to be encouraged to take up different courses	1.000	.907
I may have quite a number of women who apply for such posts so that selection can be easier and women will get a good consideration.	1.000	.655
Women that do gain education platform in favor of policies	1.000	.383
Knowledge of individual and talents determine the recruitment of employees	1.000	.568
Educational qualification has a role in the recruitment of executive officers	1.000	.678

Initial communalities are estimates of the variance in each variable accounted for by all components or factors. Extraction communalities are evaluations of the change in every factor represented with the helpful asset of the components (or added substances) inside the detail answer. Little qualities (in extraction segment) suggest factors that don't fit as a fiddle pleasantly with the

component arrangement and need to most likely be dropped from the assessment.

Table 4. 4:

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	7.938	26.461	26.461	7.938	26.461	26.461
2	4.475	14.917	41.378	4.475	14.917	41.378
3	3.256	10.853	52.231	3.256	10.853	52.231
4	2.693	8.975	61.206	2.693	8.975	61.206
5	2.292	7.641	68.847	2.292	7.641	68.847
6	1.917	6.391	75.239	1.917	6.391	75.239
7	1.587	5.290	80.529	1.587	5.290	80.529
8	1.484	4.947	85.476	1.484	4.947	85.476
9	.980	3.266	88.742			
10	.844	2.814	91.556			
11	.583	1.944	93.500			
12	.509	1.696	95.196			
13	.439	1.465	96.661			
14	.295	.982	97.643			
15	.209	.696	98.339			
16	.162	.542	98.881			
17	.139	.465	99.345			
18	.108	.360	99.705			
19	.064	.215	99.920			
20	.024	.080	100.000			
21	1.005E-013	1.016E-013	100.000			

22	1.002E-013	1.008E-013	100.000
23	1.001E-013	1.005E-013	100.000
24	1.001E-013	1.003E-013	100.000
25	1.000E-013	1.001E-013	100.000
26	-1.000E-013	-1.001E-013	100.000
27	-1.001E-013	-1.002E-013	100.000
28	-1.002E-013	-1.007E-013	100.000
29	-1.003E-013	-1.009E-013	100.000
30	-1.014E-013	-1.048E-013	100.000

Extraction Method: Principal Component Analysis.

In Table 4.4, the Kaiser Normalization Criterion is utilized, which takes into account the extraction of parts that have an Eigen cost more prominent than 1. The fundamental segment assessment wound up utilized and eight variables were extricated. As the work area above recommends, these 30 components give a clarification for 85.476% of the absolute variety. Table 4.5 presents the component matrix that contains component loadings, which are the correlations between the variable and the component. These are correlations since possible values range from -1 to +1.

Table 4. 5:***Component Matrix***

	Component							
	1	2	3	4	5	6	7	8
Political influences executive officers appointment in the county	.739	.292	.380	.150	.091	.133	.142	.099
Public service board considers gender balance for executive positions when there is need for recruitment	.435	.118	.142	.570	.549	.009	.076	.145
Executive positions are served by men better than women	.356	.615	.471	.102	.024	.113	.426	.201
influences regional balance in recruitment of executives officers	.440	.662	.162	.205	.201	.392	.084	.259
More gaps are widely witnessed in workplace through political regime	.604	.488	.146	.368	.094	.194	.365	.155
Coordinate all work to communicate integrations of duties	.581	.131	.196	.490	.456	.235	.251	.013
cultural believes and social constructs that women cannot be able to take leadership positions	.540	.235	.567	.121	.388	.205	.264	.150
There is gender equality in executive positions even though there is political influence	.687	.301	.080	.053	.400	.229	.032	.054
Third rule in employment is affected by political factors	.564	.389	.124	.080	.369	.127	.012	.105
There is discrimination in terms of gender recruitment since depends whom you know politically	.682	.383	.321	.243	.123	.104	.115	.093

There is equitable ethnic balance in regard to representation from sub counties in relation to appointment	.739	.292	.380	.150	.091	.133	.142	.099
Public service board considers ethnic balance for executive positions recruitment	.419	.089	.174	.595	.551	.015	.023	.137
Executive positions are served by men better than women	.342	.665	.447	.129	.028	.109	.321	.217
Gender disparity is influenced by regional balance in recruitment of executives officers	.440	.662	.162	.205	.201	.392	.084	.259
County assumes that executives positions are influenced by regional balance	.604	.488	.146	.368	.094	.194	.365	.155
Job imbalance occurs by accident	.581	.131	.196	.490	.456	.235	.251	.013
Gender equality in offering positions	.518	.204	.597	.141	.390	.199	.163	.159
cultural believes and social constructs that a women cannot lead leadership positions	.577	.150	.017	.218	.012	.389	.300	.133
A woman needs are socially deconstructed from the minds of family aspects	.297	.092	.389	.598	.331	.251	.120	.169
Believes has led to low exploitation of talents amongst women	.356	.615	.471	.102	.024	.113	.426	.201
Executive positions are served by men better than women	.440	.662	.162	.205	.201	.392	.084	.259
Cultural bias is attributed to equivance between males and females	.604	.488	.146	.368	.094	.194	.365	.155
County women are more likely to be hired when computerized application process	.510	.135	.388	.398	.376	.204	.337	.030

Men have to give a convincing demonstration of incompetency to be actually judged incompetent	.547	.206	.581	.101	.366	.219	.218	.157
Merit is based on educational qualifications considered together with the acquired educational skills	.664	.401	.399	.127	.130	.042	.016	.334
Women have to be encouraged to take up different courses	.664	.401	.399	.127	.130	.042	.016	.334
I may have quite a number of women who apply for such posts so that selection can be easier and women will get a good consideration.	.268	.214	.437	.306	.146	.309	.085	.359
Women that do gain education platform in favor of policies	.022	.166	.028	.317	.192	.198	.055	.418
Knowledge of individual and talents determine the recruitment of employees	.035	.199	.076	.112	.023	.463	.371	.394
Educational qualification have a role in the recruitment of executive officers	.110	.095	.309	.057	.115	.586	.053	.446

Table 4.5 demonstrates the outcomes that took into account the distinguishing proof of which factors fall under every one of the 8 noteworthy separated variables. Every one of the 30 parameters was looked at and placed to one of the 8 factors depending on the percentage of variability it explained the total variability of each factor. From the factor analysis, all the factors had high validity since all surpassed the threshold of 0.40.

4.2 Demographic Characteristics

In this area, the examination introduces the discoveries for the respondents' general data, for example, sexual orientation, age, level of training, working background and branch of work.

4.2.1 Gender of Respondents

The study sought to determine the gender characteristics in the county government. The results were presented in Table 4.6.

Table 4. 6:

Gender of Respondent

	Frequency	Percent
Male	46	52.9
Female	41	47.1
Total	87	100

The study showed that 46(52.9%) of the respondents were male while the rest 41(47.1%) were female. This indicated that the majority of the respondents working in the county government were male; therefore, there is gender disparity in recruitment of employees.

4.2.2 Age Characteristics

The study determined age characteristics by requesting the respondents to indicate their age. The age characteristics of respondents were shown in Table 4.7.

Table 4. 7:

Age Characteristics of Respondents

	Frequency	Percent
Less than 28	10	11.5
29-39years	27	31
40-50 years	35	40.2
50-59 years	8	9.2
over 60 years	7	8
Total	87	100

The results showed that 35(40.2%) of the respondents were aged 40-50 years, 27(31%) were aged 29 to 39 years, 10(11.5%) were aged less than 28 years, 8(9.2%) were aged 50 to 59 years and 7(8%) were aged over 60 years. The study indicated that the majority of the respondents in the county government were aged between 40 to 50 years in age.

4.2.3 Level of Education

The researcher requested the respondents to indicate their level of education. The result was presented in Table 4.8.

Table 4. 8:

Level of Education of the Respondents

	Frequency	Percent
Secondary	5	5.7
Certificate	26	29.9
Undergraduate	39	44.8
Postgraduate	17	19.5
Total	87	100.0

From Table 4.8, it was indicated that 39(44.8%) of the respondents had undergraduate education level, 26(29.9%) had certificate level of education qualifications, 17(19.5%) were qualified with postgraduate level of education and 5(5.7%) had secondary level of education.

4.2.4 Work experience

The researcher asked the respondents to indicate number of years worked in their current job. The results were presented in Table 4.9.

Table 4. 9:

Respondent's Experience

	Frequency	Percent
Less than 1 years	6	6.9
1-5 years	40	46.0
6 -10years	26	29.9
above 10 years	15	17.2
Total	87	100.0

The results indicated that 40 (46.0%) of the respondents have worked for 1 to 5 years, 26(29.9%) of the respondents have worked for 6 to 10 years of work experience, 15(17.2%) of the respondents indicated above 10 years of work experience while 6(6.9%) of the respondents indicated that they had worked for less than 1 year.

4.2.5 Department of Work

The researcher requested the respondents to indicate their department of work. Table 4.10 presented the results

Table 4. 10:

Department of Work

	Frequency	Percent
Office of the Governor	6	6.9
County Public Service Board	10	11.5
Finance department	23	26.4
Administration	33	37.9
Others	15	17.2
Total	87	100.0

The study showed that 33(37.9%) of the respondents were working in administration department, 23(26.4%) worked in finance department, 15(17.2%) worked in other departments, 10(11.5%) worked in the county public service board and 6(6.9%) worked in the office of the governor.

4.3 Political Factors

The study sought to examine the influence of political factors in the recruitment of executive officers in county government. Table 4.11 political factors.

Table 4. 11:

Influence of Political Factors in the Recruitment of Executive Officers in County Government

	Mean	Std. Dev.
It influences executive officers' appointment in the county	3.21	1.658
Public service board considers gender balance for executive positions when there is need for recruitment	2.63	1.487
Executive positions are served by men better than women	2.14	1.296
Influences regional balance in recruitment of executives officers	2.41	1.435
More gaps are widely witnessed in workplace through political regime	2.54	1.500
Coordinate all work to communicate integrations of duties	3.28	1.436
Cultural believes and social constructs that women cannot be able to take leadership positions	3.17	1.456
There is gender equality in executive positions even though there is political influence	3.33	1.428
Third rule in employment is affected by political factors	3.41	1.459
There is discrimination in terms of gender recruitment since depends whom you know politically	3.71	1.372

The results show that the respondents agreed that there is discrimination in terms of gender recruitment since it depends on whom you know politically as shown by a mean of 3.71 with

standard deviation of 1.372. The study further shows that the respondents were neutral that; the third rule in employment is affected by political factors as illustrated by a mean of 3.411 with standard deviation of 0.459, there is gender equality in executive positions even though there is political influence as illustrated by a mean score of 3.33 with standard deviation of 1.428, coordinate all work to communicate integrations of duties politically as shown by a mean of 3.28 with standard deviation of 0.436, it influences executive officers' appointment in the county as shown by a mean of 3.21 with standard deviation of 1.658, cultural believes and social constructs that women cannot be able to take leadership positions as shown by a mean of 3.17 with standard deviation of 1.456, public service board considers gender balance for executive positions when there is need for recruitment as shown by a mean of 2.631 with standard deviation of .487, and more gaps are widely witnessed in workplace through political regime as shown by a mean of 2.541 with standard deviation of .500.

The study also found that the respondents disagreed that; it influences regional balance in recruitment of executive officers as shown by a mean of 2.41 with standard deviation of 1.435 and Executive positions are served by men better than women as shown by a mean of 2.14 with standard deviation of 1.296. These discoveries are in accordance with KNBS (2015) who states that research in teaching is flooded with times of school principals being 'expelled' from positive assets in view of reality that they don't have the close relationship with MP's endowments. The blunder with the guide of both the Kisii County voters to pick women and the County Assembly to help the methodology of women recruitment officers contributes inside the course of the women's underestimation. The gender essential wishes this is integral to young people's reinforcing, by methods for pushing their budgetary self-sufficiency, improving women's sureness and self-assurance. The findings are in line with the structural-functional theory that looks at

actions that have changed laws of a county towards the social needs of a society and how these structures and laws shape the directive of the people in recruitment of executive officers.

4.4 Regional Balance

The study sought to determine the effect of regional balance in recruitment of county executive officers in Kisii county government. Table 4.12 presented the results

Table 4.12:

Effect of Regional Balance in Recruitment of County Executive Officers in Kisii County Government

	Mean	Std. Dev.
There is equitable ethnic balance in regard to representation from sub counties in relation to appointment	3.21	1.658
Public Service Board considers ethic balance for executive positions recruitment	2.59	1.475
Executive positions are served by men better than women	2.09	1.263
Gender disparity is influenced by regional balance in recruitment of executives officers	2.41	1.435
County assumes that executives positions are influenced by regional balance	2.54	1.500
Gender Job imbalance occurs by accident	3.28	1.436
Gender equality is offered in all positions	3.13	1.461

The outcomes uncovered that the respondents were neutral that; gender Job imbalance occurs by

accident as shown by a mean score of 3.28 with a standard deviation of 1.436, there is equitable ethnic balance in regard to representation from sub-counties in relation to appointment as outlined by a mean score of 3.21 with a standard deviation of 1.658, gender equality is offered in all positions as delineated by a mean score of 3.13 with a standard deviation of 1.461, Public Service Board considers ethnic balance for official positions enlistment as represented by a mean score of 2.59 with a standard deviation of 1.475 and County assumes that executives positions are influenced by regional balance as delineated by a mean score of 2.54 with a standard deviation of 1.500.

The respondents additionally disagreed that Gender disparity is influenced by regional balance in recruitment of executive officers as outlined by a mean score of 2.41 with a standard deviation of 1.435 and Executive positions are served by men better than women as shown by a mean score of 2.09 with a standard deviation of 1.263. These discoveries agree with Leftwich (2015) who contends that open area elements and the people working inside them should, in this way, exhibit a solid pledge to the standard of law just as consistence with every single significant law. Inside this International Framework, they ought to likewise endeavor to use their forces for the full advantage of their networks and different partners. These findings concur with the equity theory that is concerned with a reasonable equilibrium between an employee's inputs (acceptance, enthusiasm hard work, skill level, and so on) and an employee's outputs (benefits, intangibles such as recognition, salary, benefits, and so on) despite where he/she comes from.

4.5 Social Cultural Factors

The study sought to determine whether social cultural factors had influence in recruitment in county executive officers. The results were shows in Table 4.13.

Table 4.13:

Influence of Social Cultural Factors in Recruitment in County Executive Officers

	Mean	Std. Dev.
Cultural believes and social constructs that a woman cannot lead leadership positions	2.57	1.560
A woman needs are socially deconstructed from the minds of family aspects	2.18	1.281
Believes has led to low exploitation of talents amongst women	2.14	1.296
Executive positions are served by men better than women s	2.41	1.435
Cultural bias is attributed to equivance between males and females	2.54	1.500
County women are more likely to be hired when computerized application process	3.11	1.434
Men have to give a convincing demonstration of incompetency to be actually judged incompetent	3.16	1.446

The outcomes demonstrated that the respondents were neutral that: men have to give a convincing demonstration of incompetency to be actually judged incompetent as appeared by a mean of 3.16 with a standard deviation of 1.446, county women are more likely to be hired when computerized application process as appeared by a mean of 3.11 with a standard deviation of 1.434, cultural believes and social constructs that a woman can't lead leadership positions as appeared by a mean of 2.57 with a standard deviation of 1.560 and Cultural bias is attributed to equivalence between males and females as appeared by a mean of 2.54 with a standard deviation of 1.500.

The respondents disagreed that; Executive positions are served by men better than women s as appeared by a mean of 2.41 with a standard deviation of 1.435, a woman needs are socially deconstructed from the minds of family aspects as appeared by a mean of 2.18 with a standard deviation of 1.281 and believes has led to low exploitation of talents amongst women as appeared

by a mean of 2.14 with a standard deviation of 1.296. These are in accordance with World Development (2012) who contended that sexual orientation fairness was a center advancement objective in its own right. It was additionally brilliant financial matters. More noteworthy sex fairness which upgraded efficiency, improved advancement results for the people to come, and made establishments increasingly agent. Sex disparities were implanted in the procedures, principles and connections of government organizations. These thus impacted choices that molded sex relations and personalities at national, neighborhood, family unit and individual levels, adding to the propagation of gendered disparities.

4.6 Education disparity

The study sought to establish how education disparity influences recruitment of county executive officers. Table 4.14 shows education disparity.

Table 4.14:

Influence of Education Disparity on Recruitment of County Executive Officers

	Mean	Std. Dev.
Merit is based on educational qualifications considered together with the acquired skills	4.00	.976
Women have to be encouraged to take up different courses	4.00	.976
I may have quite a number of women who apply for such posts so that selection can be easier and women will get a good consideration.	3.28	1.661
Women that do gain education platform in favor of policies	2.57	1.499
Knowledge of individual and talents determine recruitment of employees	2.16	1.328
Educational qualification has a role in the recruitment of executive officers	2.45	1.461

The study results demonstrated that the respondents agreed that; merit is based on educational

qualifications considered together with the acquired skills as appeared by a mean score of 4.00 with a standard deviation of .976 and women have to be encouraged to take up different courses as appeared by a mean score of 4.00 with a standard deviation of .976. The respondents were neutral that quite a number of women who apply for such posts so that selection can be easier and women will get a good consideration as appeared by a mean score of 3.28 with a standard deviation of 1.661 and women that do gain education platform in favor of policies as appeared by a mean score of 2.57 with a standard deviation of 1.499. The discoveries are likewise in accordance with Dollar and Gatti (2018) who in their work have appeared from proof that in nations where 10% of female have accomplished auxiliary instruction level, there is an expansion of 10% of senior ladies with optional training which increments per unit development by 0.3%. On the off chance that the Dollar and Gatti (2018) results are to be applied to Kenya it would imply that a yearly increment in Gross Domestic Product development pace of 3.5 rate focuses if optional training for female enlistment were expanded to be equivalent to enrolment for their male partners.

Further, the respondents disagreed that educational qualification has a role in the recruitment of executive officers as appeared by a mean score of 2.45 with a standard deviation of 1.461 and knowledge of individual and talents determine recruitment of employees as appeared by a mean score of 2.16 with a standard deviation of 1.328. These discoveries are in accordance with Foshi (2010) who demonstrate that when ladies abuse customary sexual orientation standards by showing to be skilled pioneers, evaluators saw them to be less amiable and less inclined to be suggested for enlisting or advancement. Ladies and minorities were bound to be employed when sex is obscure in the choice procedure. The quantity of ladies and minorities employed by the Civil Service expanded essentially when occupation candidates were never again required to incorporate photos. The Social Cognitive theory supports these findings as it states that trough interaction of

personal attributes, external environmental factors and behavior in career advancement are vital in achieving of goals and therefore in recruiting practices.

4.7 Recruitment of Executive Officers

The study required the trends of aspects of recruitment of executive officers over the last five years. The results were presented in Table 4.15.

Table 4. 15:

Aspects of Recruitment of Executive Officers

	Mean	Std. Dev.
Promoting gender equality and women empowerment	3.40	1.393
Employment policies is well designed	3.33	1.428
Representation meets the constitutional threshold of two-thirds	4.01	.982
Enhancement of gender balance in public workforce	3.97	1.028
Gender representation across the job cadres	3.98	1.000

Table 4.15 demonstrated that representation meets the constitutional threshold of two-thirds as exhibited by a mean score of 4.01 with a standard deviation of .982, gender representation across the job cadres as introduced by a mean score of 3.98 with a standard deviation of 1.000 and enhancement of gender balance in public workforce as displayed by a mean score of 3.97 with a standard deviation of 1.028 had improved in the course of recent years. The respondents further showed that promoting gender equality and women empowerment as exhibited by a mean score of 3.40 with a standard deviation of 1.393 and employment policies is well designed as introduced by a mean score of 3.33 with a standard deviation of 1.428 had stayed constant in the course of the

most recent five years. These are in accordance with Dollar and Gatti (2018) in their work have appeared from proof that in nations where 10% of female have accomplished optional instruction level, there is an expansion of 10% of senior ladies with auxiliary training which increments per unit development by 0.3%. On the off chance that the Dollar and Gatti (2018) results are to be applied to Kenya it would imply that a yearly increment in Gross Domestic Product development pace of 3.5 rate focuses if auxiliary instruction for female enlistment were expanded to be equivalent to enrolment for their male partners.

4.8 Inferential Data

The researcher conducted both the Pearson correlation analysis and the multiple regression analysis. The regression analysis was used to set up the relations between the self-governing and ward factors while correlation was directed to assess the degrees of connection between the elements.

4.8.1 Pearson Moment Correlation Results

This was coordinated to assess the degrees of connection between the variables. A Pearson moment correlation is a number between - 1 and +1 that gauges the degree of connection between two variables. A positive coefficient correlation surmises a positive alliance while a negative coefficient correlation recommends a negative connection. Table 4.16 shows the results for the Pearson moment correlation.

Table 4.16:

Pearson Moment Correlation Coefficients

		Gender Disparity	Political factors	Regional balance	Social-cultural factors	Education
Gender Disparity	Pearson Correlation	1				
	Sig. (1-tailed)					
Political factors	Pearson Correlation	.881**	1			
	Sig. (1-tailed)	.000				
Regional balance	Pearson Correlation	.869**	.877**	1		
	Sig. (1-tailed)	.000	.000			
Social-cultural factors	Pearson Correlation	-.004	.111	.105	1	
	Sig. (1-tailed)	.486	.153	.168		
Education	Pearson Correlation	.890**	.938**	.901**	.072	1
	Sig. (1-tailed)	.000	.000	.000	.255	

** . Correlation is significant at the 0.01 level (1-tailed).

The analysis of correlation results between the gender disparity and political factors demonstrates a positive coefficient 0.881, with p-estimation of 0.000. It demonstrates that the outcome is enormous at $\alpha = 5\%$ and that if the political parts increment, it will strongly impact the sex dissimilarity. The correlation results between regional balance and gender disparity additionally shows a near kind of result where the correlation coefficient is 0.869 and a p-estimation of 0.000 which enormous at $\alpha = 5\%$. The findings are in line with Starr (2014) attributes the lack of

recognition of women in politics to the fact that men dominate the political arena; formulate the rules of the political game, and define the standards for evaluation. Further, the study coincides with World Development (2012) struggled that gender correspondence ends up a middle improvement reason in its very close legitimate. It became other than keen fiscal points of view. Dynamically indisputable gender correspondence which more grounded productiveness, actuated improvement ramifications for the going with age, and made foundations additional representative.

The outcomes in addition demonstrate that there is a negative association between social-cultural factors and sexual course gender disparity where the correlation coefficient is 0.004, with a p-estimation of 0.486. Likewise, there was a positive relationship among education and gender disparity where the correlation coefficient is 0.890, with a p-estimation of 0.000. In any case, the positive relationship demonstrates that when the showing of the up to referenced parts is set up, the degree of sexual heading distinction increments. This concurs with Mwaniki (2011) who notes that justification of oppression was further intensified by the creation of myths, proverbs, riddles, traditional practices and various systems of education that negated women and sanctified the positions of men while declaring women as lesser beings. Further, Andersson (2010) states that great evidence that there is a positive relation of high female and male primary school completion rates on the economic growth of a country.

4.8.2 Regression Analysis

Regression analysis was done to pick the impact of political parts, local correspondence, social-social segments and direction on sexual bearing assortments in the enrollment of power experts in Kisii County government. The revelations are presented in Table 4.17, 4.18 and 4.19.

Table 4. 17:

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.914 ^a	.836	.828	.41186

R is the correlation between the predicted values and the observed values of **Y**. **R** square is the square of this coefficient and indicates the percentage of variation explained by your regression line out of the total variation. This value tends to increase as additional predictors in the model get included. Therefore, Table 4.17 is a model fit which establishes how fit the model equation fits the data. The study found that R was 0. 914. Therefore, the multiple correlation coefficients between all the predictors (political factors, regional balance, social-cultural factors and education) in the model and the gender disparities in the recruitment process of executive officers in KCG was 0. 914. The **R**² was used to establish the predictive power of the study model and it was found to be 0. 836 implying that 83.6% of the variations in gender disparities in the recruitment process of executive officers in KCG are explained by political factors, regional balance, social-cultural factors and education leaving 16.4% percent unexplained. The results are in accordance to Unterhalter et al.,(2010) who mentions that Kenya has made developments in women leadership through the Kenya Constitution 2010. This saw every devolved unit elect a women representative to the national assembly. The Kenya constitution 2010 also requires that appointments to public offices should not have more than a third of one gender. This accords further opportunities for women leadership in the Kenyan society

Table 4. 18:

ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	70.711	4	17.678	104.217	.000 ^b
Residual	13.909	82	.170		
Total	84.621	86			

The result in Table 4.18 show that the probability value of 0.000 indicates that the regression relationship was highly significant in predicting how political factors, regional balance, social-cultural factors and education influenced gender disparities in the recruitment process of executive officers in KCG ($P < 0.05$). The F calculated at 5 percent level of significance was 104.217 since F calculated is greater than the F critical (value = 2.483), this shows that the overall model was significant. This relates to CGoK (2013) who mentions that wide gender gaps in the workplaces were previously witnessed in the overhauled centralized political regime prior to adoption of the new system of Government in Kenya in the year 2010. Further, it acknowledges that there are gender disparities in the Kisii County Government.

Model coefficients give unstandardized and institutionalized coefficients to clarify the course of the regression model and to set up the degree of hugeness of the examination factors. The outcomes are caught in Table 4.19.

Table 4.19:***Regression Coefficients***

Model	Unstandardized		Standardized	t	Sig.
	Coefficients		Coefficients		
	B	Std. Error	Beta		
(Constant)	.711	.228		3.125	.002
Political factors	.367	.145	.337	2.533	.013
Regional balance	.414	.138	.318	3.000	.004
Social-cultural factors	-.129	.061	-.096	-2.106	.038
Education	.369	.184	.295	2.002	.049

As per the SPSS generated table above, the equation ($Y = \beta_0 + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + \beta_4X_4 + \varepsilon$) becomes:

$$Y = 0.711 + 0.367X_1 + 0.414X_2 + 0.129X_3 + 0.369X_4$$

The outcome demonstrated that if all elements (political factors, regional balance, social-cultural factors and education) were held steady at zero, gender disparities in the recruitment process of executive officers in KCG will be 0.711. The results demonstrate that taking all other factors at zero, a unit increment in the political factors would prompt a 0.367 increment in gender disparities in the recruitment process of executive officers in Kisii County government. This variable was significant since the p-value was $0.013 < 0.05$. These discoveries are in accordance with Kenya Economic Survey (2015) inquire about that in training is overflowing with instances of school principals 'removed' from specific schools since they don't have the nearby MP's endowments. This remaining part is a genuine hindrance to ladies climb to top administration. The

disappointment by both the Kisii County electorate to choose ladies and the County Assembly to favor the arrangement of ladies work candidates contributes towards the ladies' minimization.

The results similarly demonstrate that a unit increment in Regional balance would lead to a 0.414 increment of gender disparities in the recruitment process of executive officers in Kisii County government. This variable was significant since $0.004 < 0.05$. Further, the outcome demonstrate that a unit increment of social-cultural factors would lead to a 0.129 huge decline of gender disparities in the recruitment process of executive officers in Kisii County government since p-value (0.038) was less than 0.05. The investigation additionally found that a unit increment of education would fundamentally prompt a 0.369 increment of gender disparities in the recruitment process of executive officers in Kisii County government since p-value (0.049) was less than 0.05. This is in accordance with Ravi (2010) who contended that gender part of instruction disparity most occasions emphasized as discrediting monetary development. There is anyway a solid discontent between the hypothetical and small-scale experimental investigations then again. The creator along these lines contended that the limited financial proof can be deciphered to mean gender imbalances are very little, and all things considered don't basically dissuade monetary development and that handling gender aberrations of intensity ought to be seen as not of more need than preservationist financial mediations.

Generally, it was built up that Regional balance had the most impact on the gender disparities in the recruitment process of executive officers in Kisii County government, trailed by education, then political factors while social-cultural factors had minimal impact to the gender differences in the enlistment of official officials in Kisii County government.

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATION

5.1 Introduction

This chapter presents the major findings summary, conclusions and the essential recommendations. The study sought to examine the determinants of gender disparities in the recruitment of executive officers in Kisii county government. The following are the specific breakdown of the summaries of the major findings based on the output of the descriptive and inferential statistical analyses guided to answer the four research questions of the study.

5.2 Summary of the Findings

5.2.1 Political Factors and Recruitment of Executive Officers in Kisii County Government

The study sought to examine the influence of political factors in the recruitment of executive officers in county government. The study established that there is discrimination in terms of gender recruitment since it depends whom you know politically. The study also found that; the third rule in employment is affected by political factors, there is gender equality in executive positions even though there is political influence, coordinate all work to communicate integrations of duties, political factors influence executive officers' appointment in the county as, cultural believes and social constructs that women cannot be able to take leadership positions, public service board considers gender balance for executive positions when there is need for recruitment and more gaps are widely witnessed in workplace through political regime. Further, the study found that political factors did not influence regional balance in recruitment of executive officers and executive

positions are not served by men better than women appointment.

5.2.2 Regional balance and recruitment of executive officers

The research also aimed to determine the effect of regional balance in recruitment of county executive officers in Kisii county government. The study found that the gender job imbalance occurs by accident, there is equitable ethnic balance in regard to representation from sub counties in relation to appointment, gender equality is offered in all positions, Public Service Board considers ethnic balance for executive positions recruitment and the county assumes that executive positions are influenced by regional balance. The study also found that gender disparity is not influenced by regional balance in recruitment of executive officers and executive positions are not served by men better than women appointment.

5.2.3 Social-cultural factors and recruitment in executive officers

The study sought to establish whether social cultural factors had influence in recruitment in county executive officers. The research found that men have to give a convincing demonstration of incompetency to be actually judged incompetent, county women are more likely to be hired when computerized application process, there are cultural beliefs and social constructs that a woman cannot lead leadership positions and cultural bias is attributed to equivalence between males and females. The study found that executive positions are not served by men better than women appointments, a woman needs are not socially deconstructed from the minds of family aspects and beliefs have not led to low exploitation of talents amongst women.

5.2.4 Education disparity and recruitment in executive officers

On education disparity, the study found that merit is based on educational qualifications considered together with the acquired skills and women have to be encouraged to take up different courses. The research also found that quite a number of women apply for such posts so that selection can be easier and women will get a good consideration and women that do gain education platform in favor of policies. Further, the study found that educational qualification does not have a role in the recruitment of executive officers and knowledge of individual and talents does not determine recruitment of employees.

5.2.5 Recruitment in Executive Officers in Kisii County Government

The study also found that the representation meeting the constitutional threshold of two-thirds, gender representation across the job cadres and enhancement of gender balance in public workforce had improved over the past five years. Also, promoting gender equality and women empowerment and employment policies is well designed had remained constant over the last five years.

5.3 Conclusion of Study

5.3.1 Political factors and recruitment of executive officers

The study concluded that political factors influenced the gender disparities in the recruitment of executive officers in Kisii County government significantly. The study deduces that politics plays a huge role in the recruitment of executive officers since if leaders respect the genders of various candidates, recruitment is fair always.

5.3.2 Regional balance and recruitment of executive officers

Moreover, the study concluded that regional balance has a positive and significant influence on the gender disparities in the recruitment of executive officers in Kisii County government. The study concluded that it is important for the government to be accountable for removing regional disparities and developing all regions and states in a balanced way.

5.3.3 Social-cultural factors and recruitment in executive officers

The study further concluded that there is a negative influence of social cultural factors on the gender disparities in the recruitment of executive officers in Kisii County government. The study concluded that the socio-cultural factors which influence gender disparities include family responsibilities and spouse support for additional job responsibility, spouse income's ability to meet the family needs, presence of dependents, presence of house helper, poor working conditions and social stereotype towards certain jobs. Personal attributes such as the age and academic achievement of the employee also influence gender disparities.

5.3.4 Education Disparity and Recruitment in Executive Officers

On education disparity, the study concluded that there is a positive and significant influence on the gender disparities in the recruitment of executive officers in Kisii County government. The study deduces that education is part of the solution towards increasing work opportunities and placement.

5.4 Recommendation of Study

5.4.1 Political Factors

The study found that political factors influence recruitment of executive officers in county government. Thus, it is recommended that political factors should be embraced with appointment policies of executive officers in recruitment of county government. Public Service Board should consider gender balance for executive positions when recruitment. The county government should ensure that the two-thirds gender representation rule is implemented at all the levels of organizational hierarchy.

5.4.2 Regional Balance

There is need to device strategies to redress their discrimination and inequality. These may include; the government to take corrective measures and affirmative action to redress the gaps and obstacles that hinder equal and full participation of people from different regions in leadership and decision-making focusing attention to the need to overcome social norms, prejudices and practices that negatively portray regional balance in leadership.

5.4.3 Social Cultural Factors

The study found that social cultural factors influence recruitment in county executive officers. Thus, there is need to embrace on the cultural beliefs and social constructs that women can lead in leadership positions more likely to be hired when they have applied through computerized application process.

5.4.4 Education

The study recommends that more women should be encouraged and supported to go for higher education and training so that they can take equal employment positions as their male counterparts. Also, communities should be educated to appreciate and see women role in leadership as good as that of males.

5.4.5 Gender disparities in the recruitment process of executive officers

The study recommends that any job requirement which due to the nature of the tasks potentially cause indirect gender discrimination should be reported to and approved by relevant county committees and the ministry in charge of labour before any such requirement is published in the job description or other employment documents or before any such requirement is implemented.

5.5 Suggestion for future study

This study focused on the determinants of gender disparity during recruitment of the County executive officers in Kisii County. The study recommends that a similar study should be done but in different county in order to compare the findings. The study also recommends that another study to be conducted that focuses on different factors other than the ones tackled in the current study. Thus, future studies should be conducted to examine the effect of recruitment of executive officers on performance of counties in Kenya. Other variables not covered by this study may also form the basis of future studies as this study does not explain 16.4% variation in the outcomes of this study.

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APPENDICES

Appendix I: Research Questionnaire

This data collection tool is aimed at collecting information on “**Determinants of Gender Disparities in the Recruitment of Executive Officers: A case of Kisii County Government, Kenya.**”

1. Instructions

- a) Please answer all the questions as per the instructions given.
- b) Information sought in this questionnaire will merely be used to aid in the tabulation, presentation of data and making valid conclusions so as to benefit the researcher in accomplishing academic goals.
- c) Information supplied will be treated with confidence and for academic purposes only.
- d) Do not write your names in the answer sheets

PART A: Demographic Information

1. Gender:

- a. Male.....
- b. Female.....

2. Age (in years):

- a. Less than 28.....
- b. 29 – 39.....
- c. 40 – 50.....
- d. Over 50.....

3. Which is the highest level of education you attained?

- a) Secondary level KCSE.....
- b) Certificate level.....
- c) Undergraduate.....
- d) Post graduate degree.....

4. How long have you worked in your Department?

- a) Less than 1 year.....
- b) 1 – 5 Years.....
- c) 6 – 10 Years.....
- d) Over 10 years

5. Indicate your department/section do you work?

Office of the Governor [] County Public Service Board [] Finance department []
Administration [] Others (specify) []

Part B: POLITICAL FACTORS

6. Please indicate the degree to which you agree with the following aspects of political factors influencing gender disparities in the recruitment of executive officers in Kisii County government.

Where: 5- strongly agree 4-agree 3-neutral 2-disagree
1-strongly disagree

Aspect	(1)	(2)	(3)	(4)	(5)
a) It influences executive officers appointment in the county					
b) Public service board considers gender balance for executive positions when there is need for recruitment					
c) Executive positions are served by men better than women					
d) It influences regional balance in recruitment of executives officers					
e) Gender gaps are widely witnessed in workplace through political regime					
f) Coordinate all work to communicate integrations of duties					
g) Cultural believes and social constructs that women cannot be able to take leadership positions					
h) There is gender equality in executive positions even though there is political influence					
i) A third rule in employment is affected by political factors					
m) There is discrimination in terms of gender recruitment since it depends whom you know politically					

Section C: REGIONAL DISPARITY

7. Please indicate the degree to which you agree with the following aspects of regional disparity influencing gender disparities in the recruitment of executive officers in Kisii County government.

Where: 5- strongly agree 4-agree 3-neutral 2-disagree
 1-strongly disagree

Aspect	(1)	(2)	(3)	(4)	(5)
j) There is equitable ethnic balance in regard to representation from sub counties in relation to appointment					
k) Public Service Board considers ethnic balance for executive positions recruitment					
l) Executive positions are served by men better than women					
m) Gender disparity is influenced by regional balance in recruitment of executives officers					
n) County assumes that executives positions are influenced by regional balance					
o) Job imbalance occurs by accident					
p) There is gender equality in offering positions					

Section D: SOCIAL CULTURAL FACTORS

8. Please indicate the degree to which you agree with the following aspects of social cultural factors influencing gender disparities in the recruitment of executive officers in Kisii County government.

Where: 5- strongly agree 4-agree 3-neutral 2-disagree
 1-strongly disagree

Aspect	(1)	(2)	(3)	(4)	(5)
Cultural believes and social constructs that women cannot lead leadership positions					
A woman needs are socially deconstructed from the minds of family aspects					
Believes has led to low exploitation of talents amongst women					
Executive positions are served by men better than women					
Cultural bias is attributed to equivance between males and females					
County women are more likely to be hired with computerized application process appointment					
Men have to give a convincing demonstration of incompetency to be actually judged incompetent					

Section E: EDUCATION

9. Please indicate the degree to which you agree with the following aspects of education influencing gender disparities in the recruitment of executive officers in Kisii County government.

Where: 5- strongly agree 4-agree 3-neutral 2-disagree
1-strongly disagree

Aspect	(1)	(2)	(3)	(4)	(5)
Merit is based on educational qualifications considered together with the acquired educational skills					
Women have to be encouraged to take up different courses					
I may have quite a number of women who apply for such posts so that selection can be easier and women will get a good consideration.					
Women gain education platform when policies are placed in their favor					
Knowledge of individual and talents determine the recruitment of employees					
Educational qualification have a role in the recruitment of executive officers					

RECRUITMENT OF COUNTY EXECUTIVE OFFICERS

10. What has been the trend of the following aspects of recruitment of executive officers for the last five years?


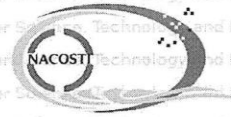

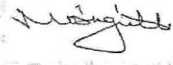

Where: 5- Greatly Improved 4-Improved 3-Constant 2-Decreased

1- Greatly Decreased

Aspect	(1)	(2)	(3)	(4)	(5)
Promoting gender equality and women empowerment					
Employment policies is well designed					
Representation meets the constitutional threshold of two-thirds					
Enhancement of gender balance in public workforce					
Gender representation across the job cadres					

Thank you

Appendix II: Letter of Research Authorization from NACOSTI

 <p>REPUBLIC OF KENYA</p>	 <p>NATIONAL COMMISSION FOR SCIENCE, TECHNOLOGY & INNOVATION</p>
Ref No: 315306	Date of Issue: 02/September/2019
RESEARCH LICENSE	
	
<p>This is to Certify that Ms.. Rael Momanyi of Kenya Methodist University, has been licensed to conduct research in Kisii on the topic: DETERMINANTS OF GENDER DISPARITIES IN THE RECRUITMENT OF EXECUTIVE OFFICERS: A CASE IN KISHI COUNTY GOVERNMENT, KENYA for the period ending : 02/September/2020.</p>	
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Appendix III: Letter of Research Authorization from KeMU



KENYA METHODIST UNIVERSITY

P. O. Box 267 Meru - 60200, Kenya
Tel: 254-064-30301/31229/30367/31171

Fax: 254-64-30162
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Our ref: NAC/MBA/1/2019/11

28th AUGUST, 2019

Commission Secretary,
National Commission for Science, Technology and Innovations,
P.O. Box 30623-00100,
NAIROBI.

Dear Sir/ Madam,

RE: Rael Kwamboka Momanyi (BUS-8077-2/2014)

This is to confirm that the above named is a bona fide student of Kenya Methodist University, undertaking Masters in Business Administration. She is conducting a research titled **DETERMINANTS OF GENDER DISPARITIES IN THE RECRUITMENT OF EXECUTIVE OFFICERS.A CASE IN KISII COUNTY GOVERNMENT, KENYA.**

We confirm that her thesis proposal has been defended and approved by the university.

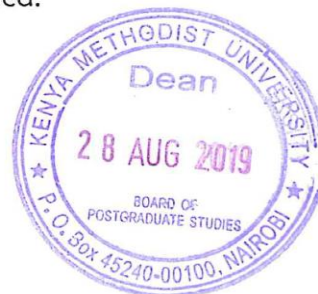
In this regard, we are requesting your office to issue a permit to enable her collect data for his Masters dissertation.

Any assistance accorded to her will be appreciated.

Yours faithfully,



DR. Evangeline Gichunge, PhD.
ASS DIRECTOR POSTGRADUATE STUDIES



Encl.