



## East African Journal of Arts and Social Sciences

[ejass.eanso.org](http://ejass.eanso.org)

Volume 5, Issue 2, 2022

Print ISSN: 2707-4277 | Online ISSN: 2707-4285

Title DOI: <https://doi.org/10.37284/2707-4285>

**ENSO**

EAST AFRICAN  
NATURE &  
SCIENCE  
ORGANIZATION

*Original Article*

## Intricacies for Gender Equality in Formal and Informal Structures through Governance Enhancement; a Kenyan Perspective

*Bessy Eva Kathambi<sup>1</sup> & Linda Maryanne Obiero<sup>1</sup>*

<sup>1</sup> University of Nairobi, Nairobi, Kenya.

\* Correspondance ORCID ID : <https://orcid.org/0000-0002-8826-2798>; email : [k22bessy@gmail.com](mailto:k22bessy@gmail.com).

Article DOI : <https://doi.org/10.37284/eajass.5.2.839>

**Date Published: ABSTRACT**

*13 September 2022*

**Keywords:**

*Gender Equality,  
Governance  
Enhancement,  
Governance  
Instruments,  
Kenya.*

The misconceptions and ideology misconstrue of gender equality as constituting women empowerment programs have hampered the accurate intent that gender equality stands for in formal and informal governance structures. The resistance to gender equality elucidates the gaps that exist in governance instruments over the last decades. The governance instruments' deficiencies in supporting gender equality in all sectors highlight the intricacies that could be addressed when these instruments are enhanced. The study aimed at focusing on the governance instruments of policy and regulations, organization structures, and feedback mechanisms that capture the inadequacies in upholding gender equality. Much focus has been placed on the obstacles to gender equality but few studies have been undertaken on the scope of governance enhancement whose impacts are highlighted by the formal and informal structures. The study was conducted through a systematic literature review of relevant articles on governance instruments and gender equality and adopting the Prisma model of systematic literature review. Through the reviewed literature, data indicated the gaps that exist in knowledge, attitude, and practice in top management office holders in implementing gender equality policies. Further findings indicate the misconception of gender equality for women empowerment programs as opposed to it being a key tenet in enhancing governance. Governance structure imbalances further impacted gender equality and equity aimed at enhancing equilibrium in various national and county policies and laws. Governance instruments when structured to support gender equality can bring sustainable development noted in Sustainable Development Goal (SDG) number 5. The intricacies between governance enhancement and gender equality serve a symbiotic relationship and the outcomes adopt a sustainable outlook. Investment

in governance enhancement will provide a basis for change in knowledge, attitude, and practice across the board and further increase ownership and cohesion for gender equality.

#### APA CITATION

Kathambi, B. E., & Obiero, L. M. (2022). Intricacies for Gender Equality in Formal and Informal Structures through Governance Enhancement; a Kenyan Perspective. *East African Journal of Arts and Social Sciences*, 5(2), 30-44. <https://doi.org/10.37284/eajass.5.2.839>

#### CHICAGO CITATION

Kathambi, Bessy Eva and Linda Maryanne Obiero. 2022. "Intricacies for Gender Equality in Formal and Informal Structures through Governance Enhancement; a Kenyan Perspective." *East African Journal of Arts and Social Sciences* 5 (2), 30-44. <https://doi.org/10.37284/eajass.5.2.839>.

#### HARVARD CITATION

Kathambi, B. E., & Obiero, L. M. (2022) "Intricacies for Gender Equality in Formal and Informal Structures through Governance Enhancement; a Kenyan Perspective.", *East African Journal of Arts and Social Sciences*, 5(2), pp. 30-44. doi: 10.37284/eajass.5.2.839.

#### IEEE CITATION

B. E., Kathambi, & L. M., Obiero "Intricacies for Gender Equality in Formal and Informal Structures through Governance Enhancement; a Kenyan Perspective.", *EAJASS*, vol. 5, no. 2, pp. 30-44, Sep. 2022.

#### MLA CITATION

Kathambi, Bessy Eva & Linda Maryanne Obiero. "Intricacies for Gender Equality in Formal and Informal Structures through Governance Enhancement; a Kenyan Perspective." *East African Journal of Arts and Social Sciences*, Vol. 5, no. 2, Sep. 2022, pp. 30-44, doi:10.37284/eajass.5.2.839.

## INTRODUCTION

In the recent past, the clamour for gender equality has been on an upward trajectory with a view to reducing the gaping gender gaps in every sphere of development (Powell & Arora-Jonsson, 2021). By definition, gender equality premises that access to rights or opportunities is unaffected by gender not deterred by formal and informal structures of governance (Afolabi, 2019; Parvez Butt, Remme, Rost, & Koissy-Kpein, 2018). The knowledge of gender equality gives avenues to correct earlier biases that have misconstrued gender equality to women empowerment programs and women emancipation thereby encouraging the discriminatory outlook on the subject (Arora-Jonsson, 2012; Bayeh, 2016). Attitudes and practices that support gender equality on one hand have been influenced by the dynamics of the corporate and political landscapes that have highlighted the essence of equality by both genders and on the other hand, began the mindset change influencing practices which foster gender equality (de Villiers & Dimes, 2021; Kameri-Mbote, 2018a).

Formal and informal structures in the past decades have played a role in supporting the gender

inequalities that are perceived by socio-cultural contexts they exist in (Jayachandran, 2015; Opoku, Anyango, & Alupo, 2018). Formal structures of governance have potency to change the inequalities earlier on endorsed by systemic inefficiencies thus providing new opportunities to truncate ills of gender inequalities in spheres of development (Madsen & Nordiska Afrikainstitutet, 2021; Milazzo & Goldstein, 2019).

Informal structures are beleaguered with challenges of social and cultural norms that seem to favour masculinity over femininity where the knowledge base is derived from a biased perspective of gender equality (Kameri-Mbote, 2018a; Opoku et al., 2018). Governance on the other hand offers pillars such as inclusivity, equity, and equality in addressing the inadequacies portrayed by formal and informal structures for gender equalities and ultimately giving platform to handle gender gaps transparently with accountability (Chhotray & Stoker, 2009; Jindra & Vaz, 2019).

In Kenya, the issue of gender equality is fast growing, arousing curiosity by many if the same will provide opportunity to empower both male and female where each has been aggrieved or

undermined (Berry, Bouka, & Kamuru, 2021; Kameri-Mbote, 2018b). Interestingly, gender inequalities exist in different forms with some supported by various formal and informal structures in place delimiting the clamour for equality (Berry et al., 2021; Jayachandran, 2015).

Governance's fluid nature underscores the necessity for enhancement so as to ensure the sustainability of gender equality in both formal and informal structures (Hansson, Arfvidsson, & Simon, 2019a; Jindra & Vaz, 2019). Worth noting is that governance in Kenya is supported by the 2010 constitution which provides gender equality through various articles and policies passed nonetheless the much-required transition to achieving gender equality taking a snail's speed (Berry et al., 2021; Opoku et al., 2018).

Intricacies of gender equalities play themselves out in employment, political representation, land/property ownership, socio-cultural contexts, education, and governance with the intensity varying depending on which perspective one takes (Jindra & Vaz, 2019; Rutherford & Buss, 2019; United Nations Office on Drugs and Crime, 2020). Gender inequalities manifest in employment differently as compared to education, political representation, and governance where formal structures have the capacity to accelerate or decelerate intensity (Madsen & Nordiska Afrikainstitutet, 2021; Powell & Arora-Jonsson, 2021).

Gender biases and stereotypes notwithstanding tend to undermine gender equality, especially where women who are appointed to senior leadership positions receive contemptuous feedback and to some extent ridicule (Berry et al., 2021; Jayachandran, 2015). With support from informal structures gender biases in education and land/property ownership continue to thwart efforts to achieve gender equality despite the many laws

passed in Kenya (Doss, Kovarik, Peterman, Quisumbing, & van den Bold, 2015; Government of Kenya GOK, 2010; Kameri-Mbote, 2018a).

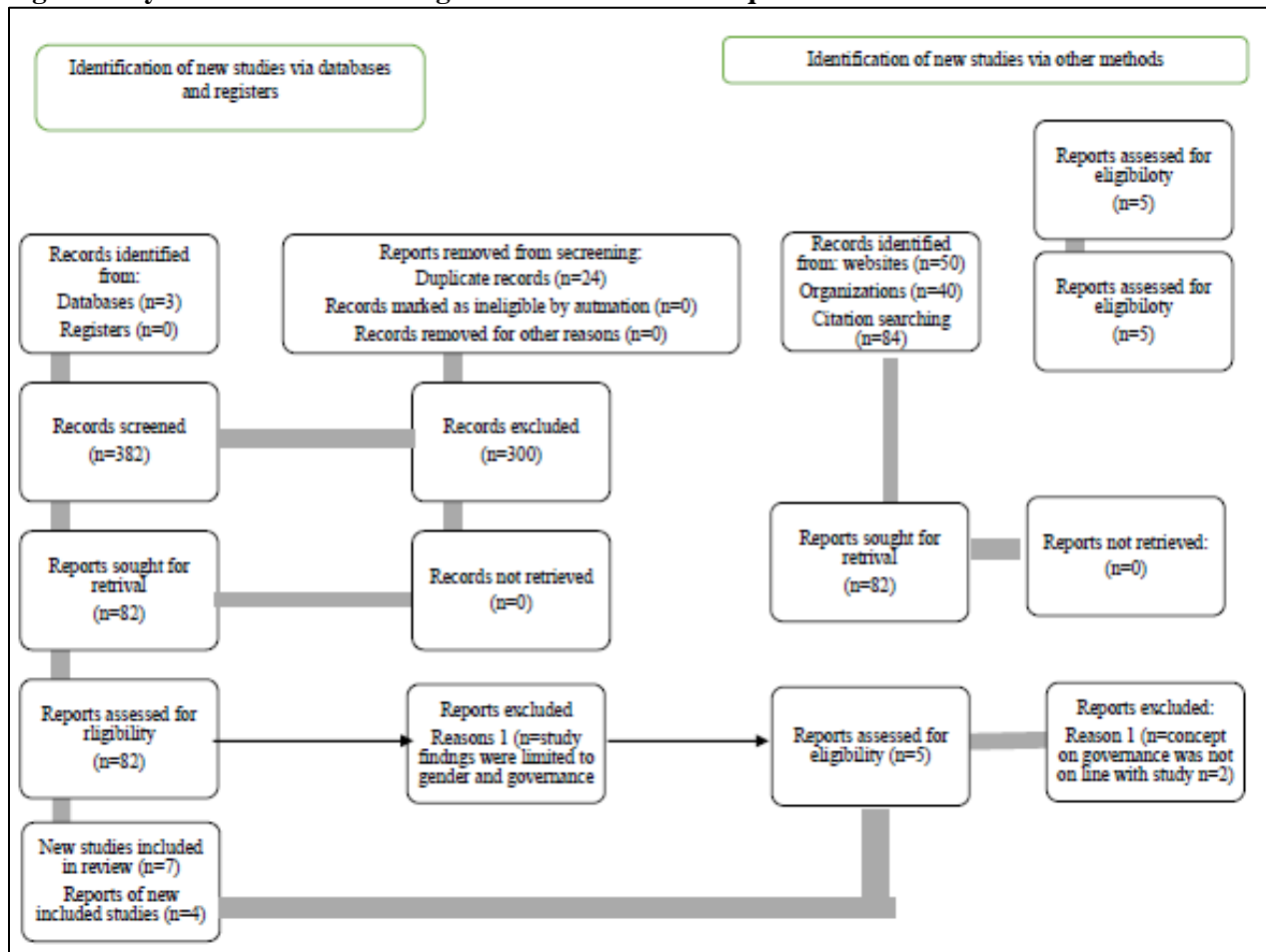
While progress in the policy and legislative frameworks in gender equality is remarkable, implementation and enforcement face uphill challenges in closing the gender gap in formal and informal structures. The enhancement of women empowerment in the social, economic, and political spheres through proper governance structures lacking political goodwill where the political landscapes seem to undermine the necessity of leveling the political field (Barford, 2021; KNBS, 2020). Kenya ranks at 109 out of 153 countries in the 2020 Global Gender Gap rankings of the World Economic Forum and 137 out of 189 countries ranked from best to poorest performers by the United Nations Development 8<sup>th</sup> Programme (UNDP), using the Gender Inequality Index (GII) which explicate the essence of governance enhancement if there will be improvement in achieving Sustainable Development Goal 5 (Berry et al., 2021; KNBS, 2020).

Thus, this paper seeks to elucidate the intricacies in gender equality through governance enhancement in formal and informal structures highlighting the perspective of employment, political representation, land/property ownership, socio-cultural context, education, and governance.

## METHODOLOGY

The study employed systemic literature review on gender equality, formal, and informal structures and governance using the PRISMA model using a global perspective to a national one (Creswell & Creswell, 2018). Reviewed articles were selected for the period of 2010 to 2020 whose content was limited to gender, gender equality, formal and informal structures, and governance. The figure 1 illustrated how the review was conducted:

**Figure 1: Systemic Literature using PRISMA on Gender Equalities**



Desktop analysis from previous reviews provided further insights and additional information that the research adopted (Apuke, 2017; Mugenda & Mugenda, 2008). The data derived focuses on gender equality, formal and informal structures, and governance in the following aspects of employment, political representation, socio-cultural contexts, land/ property ownership, education, and

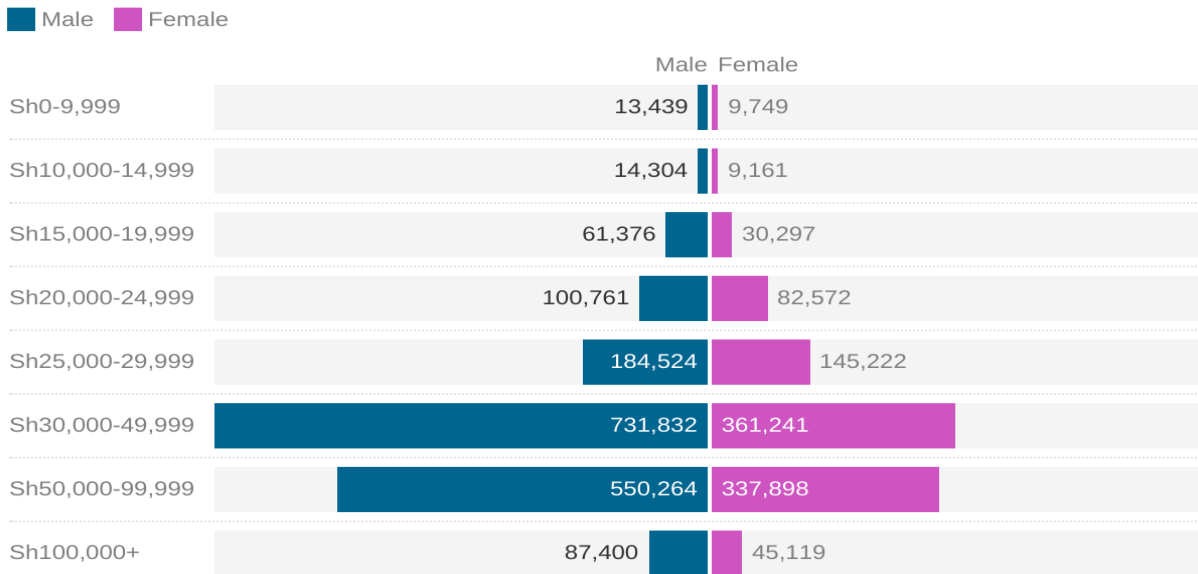
governance. Also, the study surveyed factors impeding gender equality and how formal and informal structures contribute to better implementation of gender equality policies overall.

## RESULTS AND DISCUSSION

### Gender Equalities in Employment in Kenya

**Figure 2: Kenya’s Gender Gap**

Data shows the average monthly salary of Kenya men and women



*NSE reveals that on average a Kenyan woman is paid Sh68 for every Sh100 paid to a man, widening the gender*

**Source:** (Business Daily, 2021; KNBS, 2020)

In *Figure 2*, the data on gender inequalities on various pay scales awarded for various job rankings where the gap is quite explicit. The data illustrates that women are yet to get pay that is above KSH 100000 and above their male counterparts who have a higher percentage. Interestingly, the data further elucidate the employment gaps that are evidenced by promotions and senior management positions that are still to assimilate gender equality.

Pegged on the above results, the essence of governance becomes imperative in addressing the gender inequalities highlighted despite the numerous policies and laws passed (Berry et al., 2021; United Nations Office on Drugs and Crime, 2020). Gender inequalities in employment are still rife where there are jobs ascribed to be the preserve of men and gender bias for women who do apply for these jobs (Barford, 2021). Laws that stipulate gender equality in every employment are yet to have their impacts if the above results are to be overturned and gender pay gaps reduced significantly in Kenya (Powell & Arora-Jonsson, 2021).

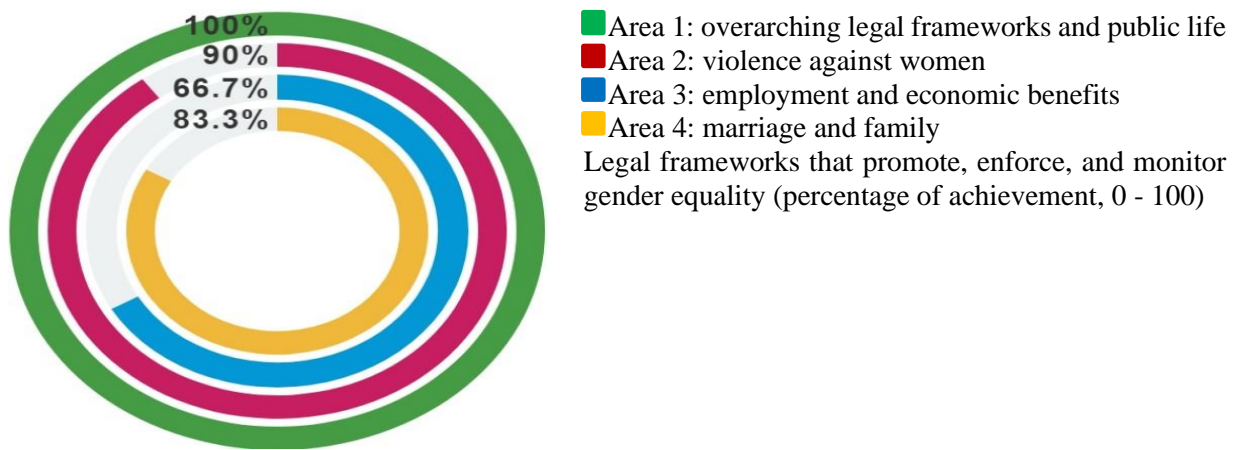
Interestingly, the disparity in promotion and career still lingers where gender biases pursue the narrative that women have to prove their worth if they are to

be promoted and have significant advancement without the derision from men (KNBS, 2020; Rutherford & Buss, 2019). Governance enhances accountability by demanding systems that are transparent for promotion, wages and salaries, appointment to senior management ensuring gender stereotypes are alienated through equity and equality (de Villiers & Dimes, 2021; Jindra & Vaz, 2019). Formal structures for employment could be altered to take on governance with a perspective of sustainability and more so addressing targets underlined in SDG 5 for Gender equality (Hansson et al., 2019a; KNBS, 2020).

Kenya’s policy framework on employment and gender equality are quite robust and encouraging if implemented and reinforced. The reinforcement in implementation requires governance which provides for opportunities for collaborations in best practices in employment arena taking a special cognizant to gender equality (Berry et al., 2021; Dumbia, 2019; Equileap, 2019). Governance offers a ray of hope even in the informal structures as they strive is to compete with formal structures and as such gender inequalities can be tackled effectively (Keitsch, 2018; Powell & Arora-Jonsson, 2021).

### Political Representation and Gender Equalities in Kenya

**Figure 3: Political participation, accountability, and gender-responsive institutions**

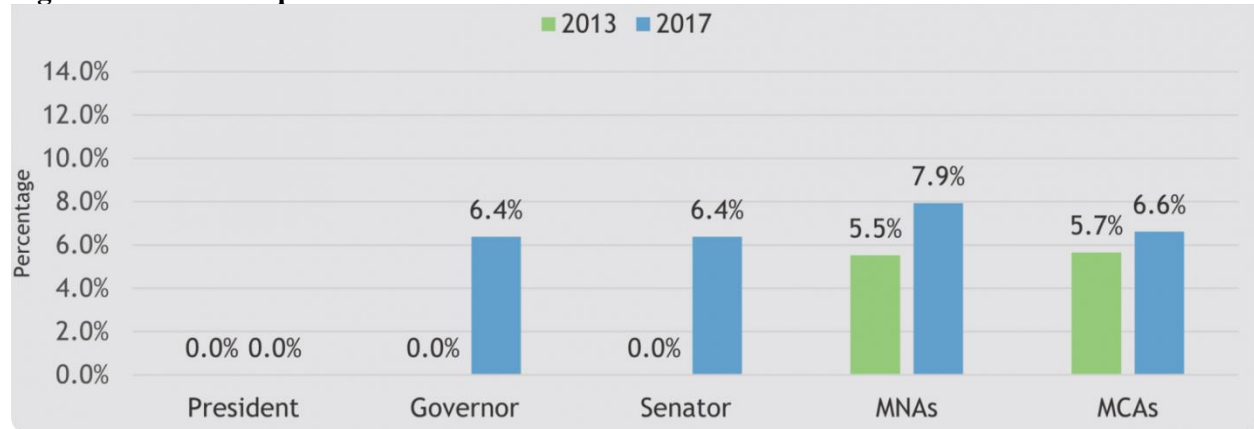


Source: (UN Women, 2020)

The results in *Figure 3* illustrate that there is an adequate and robust legal framework for gender responsiveness in political representation as enshrined in the constitution (Government of Kenya GOK, 2010; UN Women, 2020). The legal frameworks addressing issues of violence against women taking up 90% when compared with the employment and economic benefits at 66.7% highlight the gender gaps which also translate to the

gaps in political representation while the marriage and family legislation are strong at 83.3% supporting family setups. However, in the political arena, gender inequalities are witnessed in different forms with those taking active roles showing a positive trajectory as seen in figure 4 (Milazzo & Goldstein, 2019; Opoku et al., 2018).

**Figure 4: Political Representation of Women in 2013-2017**



Source: (NDI, 2018)

The results in *Figure 4* are in support of the current political representation of Kenyan women which stands at 19.7%, way below the constitutional provision of at least 30% of either gender (Biegon,

International Commission of Jurists (1952- ), & Kenya Section, 2016; Kivoi, 2014).

Deep rooted patriarchal cultures and practises have contributed to inadequate political will to fully

implement the two third gender rule whose objective was to reduce the gender gap in political representation and gender stereotypes (Cornwall & Rivas, 2015; Hewitt, 2018). For instance, in 2013 general elections, only 16 women out of the 290 members were elected into the national assembly, no woman was elected in the positions of the 47 governors and 47 Senators. Additionally, we had only 18 nominated women senators not elected and 76 out of 1050 women elected to county assembly as illustrated in figure 3 which paints a clear picture of gender inequalities (Hewitt, 2018; Opoku et al., 2018). In 2017, there was a positive gain with more women elected in governor and senator positions and that 25% of the government comprises of female politicians (Kantar, 2021; Pair et al., 2021).

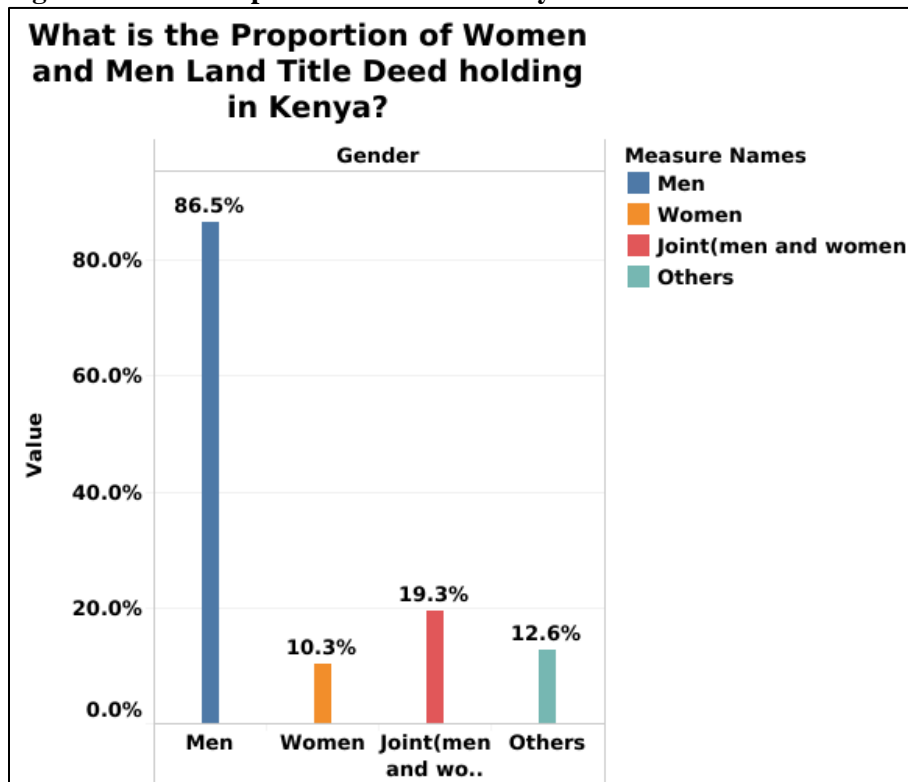
In the political arena, women who are nominated than elected face immense bias and discrimination in resources and decision-making which underscores the necessity for governance

enhancement in these structures (Biegon et al., 2016; Kivoi, 2014). Further, women get trolled and treated as window dressers with party leadership being male dominated exacerbated by informal patriarchal structures that perceive women leadership as unfit (Hewitt, 2018; Kameri-Mbote, 2018a).

With these mindsets on women leadership, some communities in Kenya do not allow women to address public forums and if they do, they need to have a man by their side or talking while showing their backs as is witnessed in Marsabit (Hewitt, 2018; Opoku et al., 2018). This denotes gender inequalities need for more attention and solution sought need to have governance centralized in them for their sustainability (Berry et al., 2021; NDI, 2018).

### Gender Equalities in Land/ Property Ownership in Kenya

**Figure 5: Ownership of Title Deeds in Kenya**



Source: (Kenya Land Alliance, 2018)

Data in *Figure 5* indicates that majority of land ownership in urban and rural areas is predominantly male dominated with a small percentage being joint

ownership of men and women (Berry et al., 2021; Kenya Land Alliance, 2018; World Bank, 2014). Sadly, Kenyan society is still predominantly

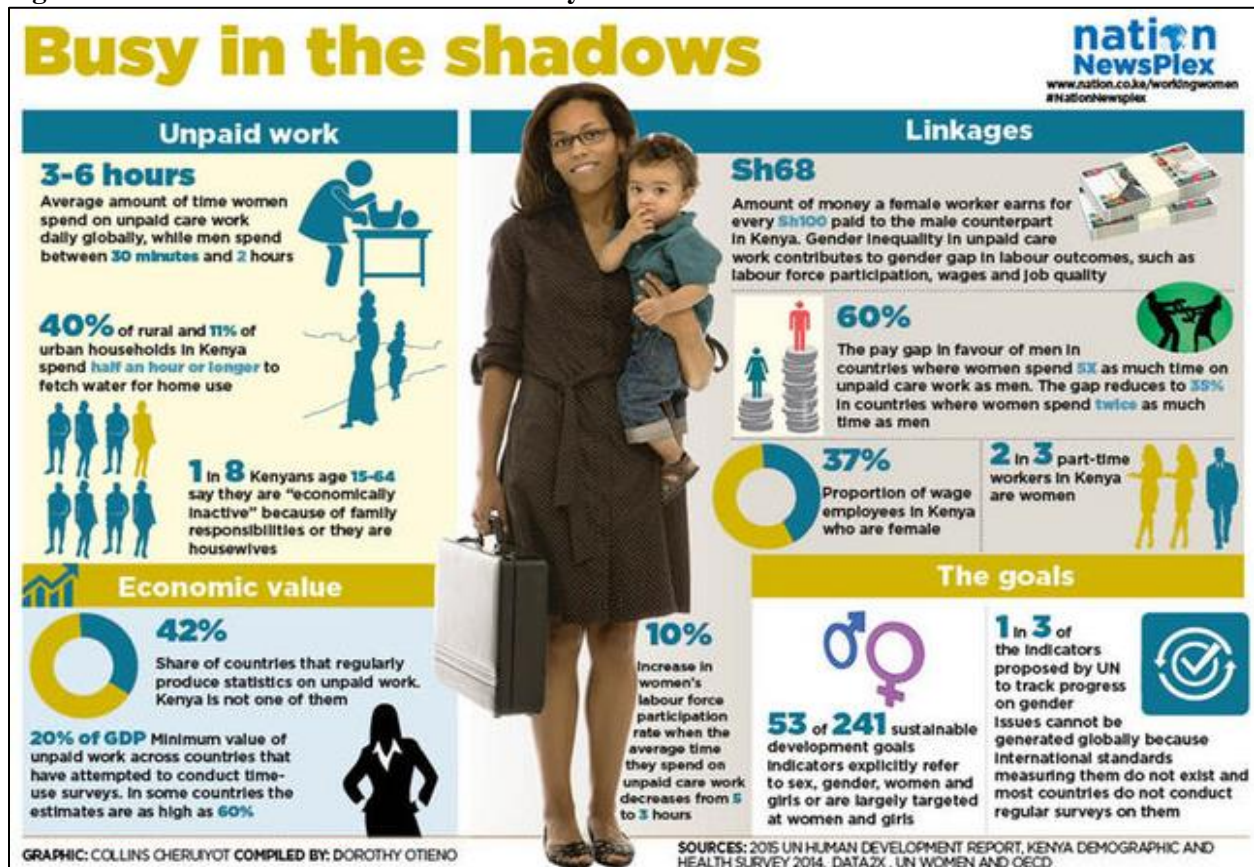
patriarchal, and women are consistently marginalized and discriminated upon at family, community, and societal levels despite progressive legislations enacted in the recent past (FIDA, 2018; KNBS, 2020).

Majority of Kenyan communities, women ordinarily do not own land or movable property and depend on their relationship to men either as their husbands, fathers, or brothers who own and control land, while women are relegated to the right of use only (Biegon et al., 2016; FIDA, 2018). Formal and informal structures that support these gender inequalities in ownership go on albeit comprehensive legal frameworks that are beneficial to uplifting women in relation to their land and property rights (FIDA, 2018; World Bank, 2014).

Practically, women are still disadvantaged in terms of access to and control of economic structures and resources to aid them in procuring land or property as formal structures are still patriarchal in nature requiring approval from the men in their lives (Bayeh, 2016; United Nations Office on Drugs and Crime, 2020). In this regard, governance enhancement gives an opportunity for equity and inclusivity whose impacts on formal structures will reduce the gender gaps in land/property ownership (Karar & Jacobs-Mata, 2016; Schwab, Crotti, Geiger, Ratcheva, & World Economic Forum, 2019).

### Socio-Cultural Dynamics in Gender Equalities in Kenya

Figure 6: Societal Outlook on Gender in Kenya



Source: Gender disparity graphic Design: Collins Cheruiyot

In Figure 6, the intricacies in gender equality play out on how formal and informal structures support the biases that are endorsed silently by socio-cultural beliefs and norms (Akinola, 2018; Misati Akuma, 2015). The data reveals that family

obligations become a hindrance to their career development or economic empowerment which roots from the informal structures that cultural norms have for women (KNBS, 2020; UN Women,



2020; United Nations Office on Drugs and Crime, 2020).

Culturally, Kenya is highly patriarchal as especially seen in the rural areas where girls and boys have fairly separate upbringings, with each being taught the duties and obligations specific to their gender (Kameri-Mbote, 2018b; Kassie, Ndiritu, & Stage, 2014). Informal structures in the cultural context have expectations that women are often expected to be obedient to their husbands as well as not to challenge or disagree with his views and when they do, it may result in gender-based violence (Jayachandran, 2015; Rutherford & Buss, 2019; UN Women, 2020). Interestingly, ethnic cultures play a more dominant role in shaping the values and perceptions of its citizens which contribute to gender inequalities in the treatment of issues by society as a whole (Jayachandran, 2015; Misati Akuma, 2015).

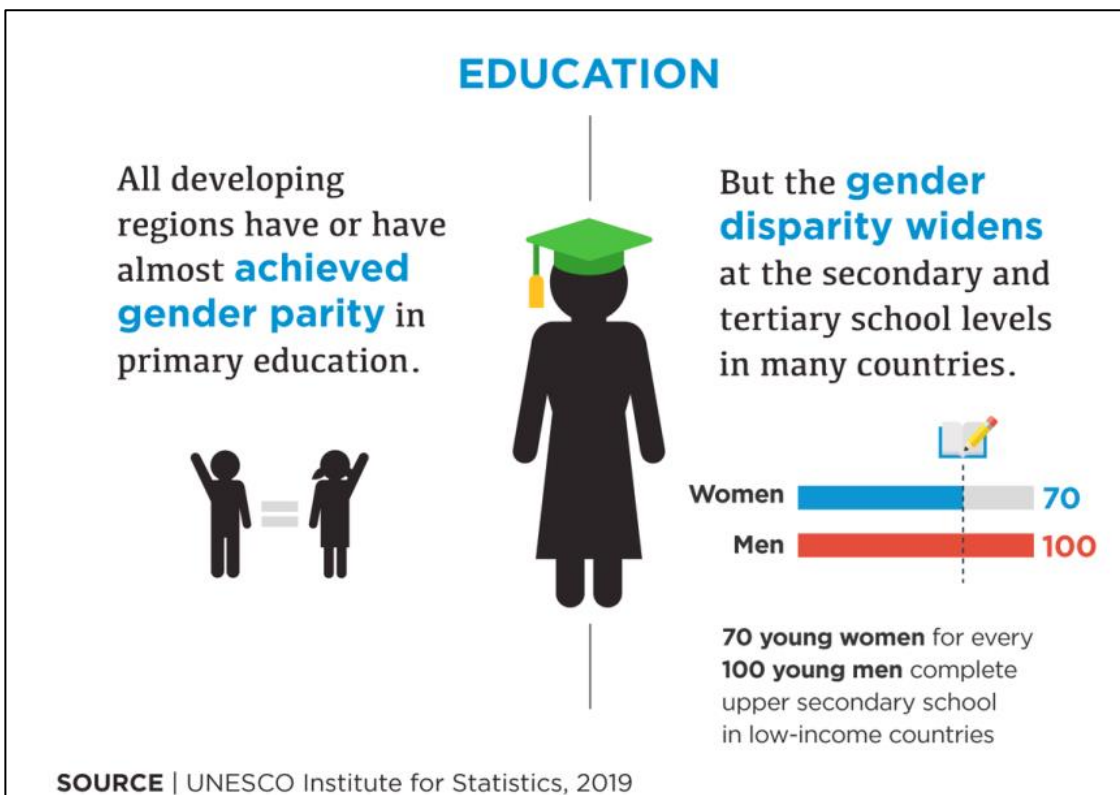
In Kenya, cultural practices such as early marriage, female genital mutilation (FGM), and sexual and gender-based violence are used to discriminate against those who do not practice them through

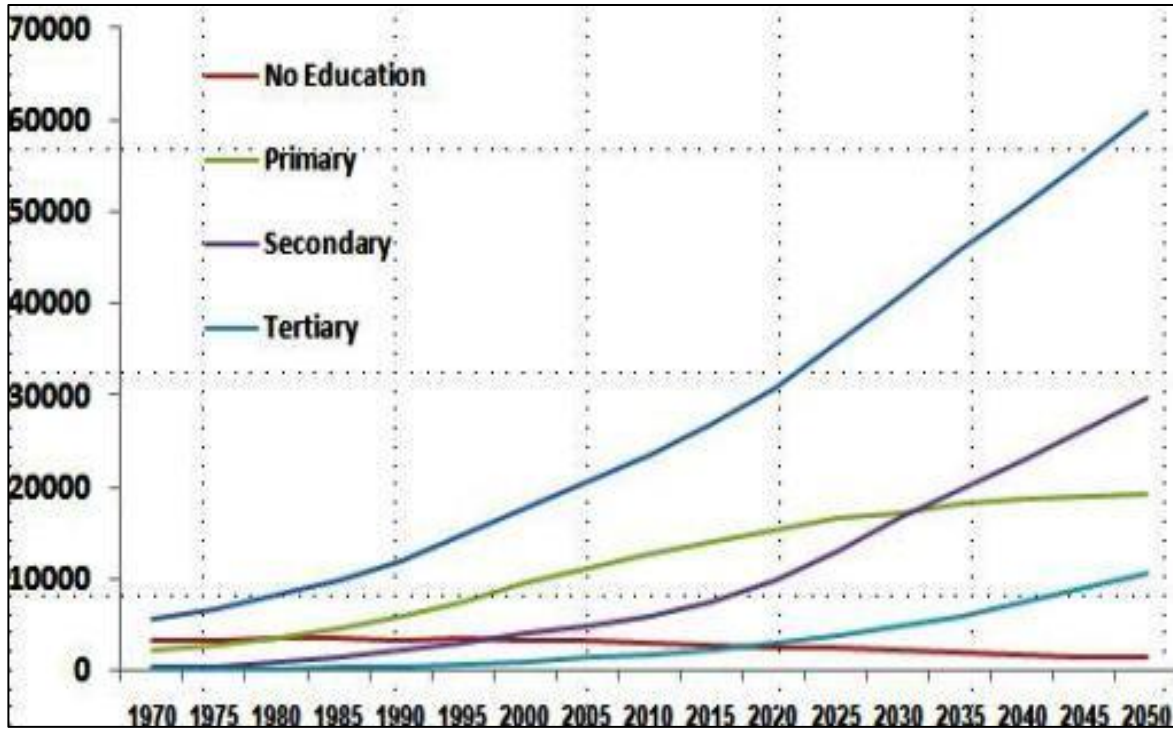
informal structures. However, the formal structures that are established by the government are fighting them and raising awareness (Berry et al., 2021; Kameri-Mbote, 2018b; Kassie et al., 2014). Moreover, an increased prevalence of gender-based violence affecting about forty five percent of women in the form of physical and sexual whose impacts go beyond health to the survivor's wellbeing (Misati Akuma, 2015; World Bank, 2020).

Intergenerational effects and witnessing or experiencing Gender Based Violence (GBV) by a child in the home have future consequences on the outlook of gender-based violence by girls and violence socialization by boys (Pair et al., 2021). The essence of governance enhancement in formal structures provides a ray of hope for victims of gender violations through transparency and accountability in handling the perpetrators of these gender biases and harmful practices (Doumbia, 2019; Schwab et al., 2019).

### Education and Gender Equalities in Kenya

**Figure 7: Education and Gender Equalities in Kenya**





Source: (ISS, 2018)

Kenya has made significant progress in regard to primary education in terms of enrolment and completion rates for both males and females as indicated in figure 7 (Biegon et al., 2016; KNBS, 2020). The biggest hurdle comes in secondary and tertiary education as informal structures propagate early marriages and the harmful practices of female genital mutilation that encumber the girls coupled with teenage pregnancies as opposed to the boys who are allowed to continue with school (Kantar, 2021; Misati Akuma, 2015).

Further, the patriarchal biases that women belong to the kitchen beliefs still aggravate the situation with some communities castigating women who choose to pursue higher education (Berry et al., 2021; Schwab et al., 2019). In the formal structures, gender stereotypes and biases are evidenced by demeaning mindsets where certain career paths are believed to belong to men and a no-go zone for women continuing to widen the gender gaps (Hewitt, 2018; Jazeel & McFarlane, 2010). These biases progress in even leadership positions in institutions of higher learning and promotion process for women where the discourse is on how well they have proven their skills when compared to

their male counterparts seeking the same promotion (Barford, 2021; Cornwall & Rivas, 2015).

However, in the recent past gender equality policies adopted by institutions of higher learning have made strides in reducing gender gaps in senior management positions by having a balanced gender representation with women also taking top leadership positions such as vice chancellor posts (Ellis & World Bank, 2007; Madsen & Nordiska Afrikainstitutet, 2021; Rohregger et al., 2021). These positive strides can be reinforced further through governance where the pillars of inclusivity, equity, and responsiveness safeguard that a balanced gender representation in learning institutions create synergy and efficacy required (Karar & Jacobs-Mata, 2016; Rutherford & Buss, 2019). Subsequently in the informal structures, governance pillars of the rule of law, inclusivity and consensus orientation would strengthen gender equality policies that seek to curtail biased patriarchal persuasions against women and education (International Labour Office, 2008; Milazzo & Goldstein, 2019; Pair et al., 2021).

### Governance for Gender Equality in Kenya

**Table 1: Governance Indicators in Kenya Source: Worldwide Governance Indicators**

Indicator Estimate	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Voice and accountability	-0.33	-0.22	-0.27	-0.29	-0.21	-0.15	-0.15	-0.12	-0.20	-0.36
Political stability-no violence	-1.43	-1.17	-1.24	-1.32	-1.17	-1.28	-1.24	-1.35	-1.13	-1.16
Governance effectiveness	-0.63	-0.56	-0.57	-0.52	-0.46	-0.33	-0.30	-0.32	-0.32	-0.41
Rule of law	-1.01	-0.94	-0.90	-0.82	-0.71	-0.42	-0.49	-0.44	-0.41	-0.41
Control of corruption	-1.06	-0.91	-0.95	-1.09	-1.03	-0.93	-1.01	-0.89	-0.95	-0.85
Regulatory control	-0.15	-0.08	-0.21	-0.30	-0.30	-0.32	-0.31	-0.30	-0.23	-0.23

**Source:** (World Bank, 2020)

The relationship between governance and good development is clearly illustrated in *Table 1* indicating a positive correlation between governance and per capita income (Doumbia, 2019; World Bank, 2020). The place of governance becomes very central to the prosperity of any country underpinning its essence in addressing gender inequalities in various development spheres (Jamil, Yaping, Ud Din, & Nazneen, 2021; Madsen & Nordiska Afrikainstitutet, 2021). Following numerous academic studies and Kenyan government reports on governance, results indicate that challenges to governance as corruption, weak public accountability, and impunity contravene pillars of governance such as transparency and accountability among others (KNBS, 2020; United Nations Office on Drugs and Crime, 2020).

These governance challenges are counterproductive affecting both formal and informal structures, especially where corruption and impunity take center stage limiting the effectiveness of development strategies such as gender equality (Biegon et al., 2016; Ellis & World Bank, 2007). Weak public accountability further stifles progress in reducing gender gaps through the misappropriation of funds that target the enhancement of gender equality in various departments and sectors of the economy (Kassie et al., 2014; Rohregger et al., 2021).

Of interest to note is that these governance challenges are limited to the public sector alone but have permeated into the private and corporate sectors raising concerns about their negative impacts in the long run (Cilliers, Donnenfeld,

Kwasi, Shah, & Welborn, 2018; de Villiers & Dimes, 2021; Kivoi, 2014). The negative effects of weak governance structures in the private sectors have seen several privately owned enterprises, including large supermarket chains and banks, go bankrupt affecting the source of livelihood for both genders (Jamil et al., 2021; Schwab et al., 2019).

Challenges to governance results in backtracking gains gotten with sectors such as health and education that are hard hit. For instance, rates of premature death of adults are high, with 14 percent being women and 18 percent being men dying between the ages of 15 and 50; while 14 percent of deaths of women in that age group are due to complications in childbirth, and maternal mortality are considered very high (Berry et al., 2021; KNBS, 2020). Inadequacies in formal and informal structures and health challenges such as early pregnancies are prevalent which further have a higher risk of maternal mortality and complications during childbirth, as well as being a major factor in girls dropping out of secondary school (Misati Akuma, 2015; Opoku et al., 2018; Rohregger et al., 2021).

Another stumbling block in governance is overlapping mandates and a “silos” approach to policies limits their effective implementation and the enforcement of standards as evidenced in attaining gender equality (Kameri-Mbote, 2018a; Kassie et al., 2014). Despite the robust policy and legal framework on gender equality, outcomes form the same remain minimal and considerably low due to conflicts in roles and responsibilities denoted by new institutional arrangements in implementation

(Madsen & Nordiska Afrikainstitutet, 2021; UN Women, 2020). The spill overs of these conflicts manifest in recurrent labor disputes with strikes, service interruptions with some leading to changes of policy leaders and staff affecting the implementation of sector policies where new occupants require fresh training to understand their mandates (Barford, 2021; Cilliers et al., 2018).

Governance enhancement in formal and informal structures provides room for sustainability tackling gender inequalities aggravated by impunity and corruption through weak public accountability mechanisms thereby giving room for better scrutiny in implementation of gender equality policies (Bayeh, 2016; Milazzo & Goldstein, 2019; Powell & Arora-Jonsson, 2021). The SDG 5 on gender equality provides targets that would be enhanced when coupled with governance enhancement in formal and informal structures which provides an avenue for measurability and monitoring and evaluation (Biegon et al., 2016; Hansson, Arfvidsson, & Simon, 2019b; Parvez Butt et al., 2018).

## CONCLUSION

Intricacies in gender equality play out in different ways in various sectors and are either aided by formal or informal structures. Importantly, governance pillars of accountability, transparency, inclusivity, equity, responsiveness and the rule of law have huge interplays in either accelerating gender equality and or when not adhered to gapping the very progressive gains garnered. Governance plays pivotal role in reduction of gender inequalities when assimilated in both formal and informal structures coupled with sustainability. Inclusion of governance in attaining gender equality becomes imperative if the future of gender equality is to be attained and sustained. Governance enhancement in these formal and informal structures eradicates intricacies shedding light to better ways of improvement addressing dynamics the sector faces.

## REFERENCES

Afolabi, C. Y. (2019). The Invisibility of Women's Organizations in Decision Making Process and Governance in Nigeria. *Frontiers in Sociology*, 3, 40. doi: 10.3389/fsoc.2018.00040

Akinola, A. O. (2018). Women, Culture and Africa's Land Reform Agenda. *Frontiers in Psychology*, 9, 2234. doi: 10.3389/fpsyg.2018.02234

Apuke, O. D. (2017). Quantitative Research Methods: A Synopsis Approach. *Kuwait Chapter of Arabian Journal of Business and Management Review*, 6(11), 40–47. doi: 10.12816/0040336

Arora-Jonsson, S. (2012). *Gender, Development and Environmental Governance* (0 ed.). Routledge. doi: 10.4324/9780203106808

Barford, A. (2021). Challenging inequality in Kenya, Mexico and the UK. *Third World Quarterly*, 42(4), 679–698. doi: 10.1080/01436597.2020.1826299

Bayeh, E. (2016). The role of empowering women and achieving gender equality to the sustainable development of Ethiopia. *Pacific Science Review B: Humanities and Social Sciences*, 2(1), 37–42. doi: 10.1016/j.psrb.2016.09.013

Berry, M. E., Bouka, Y., & Kamuru, M. M. (2021). Implementing Inclusion: Gender Quotas, Inequality, and Backlash in Kenya. *Politics & Gender*, 17(4), 640–664. doi: 10.1017/S1743923X19000886

Biegon, J., International Commission of Jurists (1952- ), & Kenya Section. (2016). *Gender equality and political processes in Kenya: Challenges and prospects*.

Business Daily. (2021, April 6). Kenya gender ranking drops on education, economic exclusion. *Business Daily Data Hub*. Retrieved from <https://www.businessdailyafrica.com/bd/data-hub/kenya-gender-ranking-drops-on-education-economic-exclusion-3351044>

Chhotray, V., & Stoker, G. (2009). *Governance theory and practice: A cross-disciplinary approach*. Basingstoke [England]; New York: Palgrave Macmillan.

Cilliers, J. (Jakkie), Donnenfeld, Z., Kwasi, S., Shah, S., & Welborn, L. (2018). Kenya to 2030 and Beyond. *SSRN Electronic Journal*. doi: 10.2139/ssrn.3256360

- Cornwall, A., & Rivas, A.-M. (2015). From 'gender equality and 'women's empowerment' to global justice: Reclaiming a transformative agenda for gender and development. *Third World Quarterly*, 36(2), 396–415. doi: 10.1080/01436597.2015.1013341
- Creswell, J. W., & Creswell, J. D. (2018). *Research design: Qualitative, quantitative, and mixed method approaches*. (18th ed.). Los Angeles: Sage. Retrieved from [https://nls.ldls.org.uk/welcome.html?ark:/81055/vdc\\_100061685603.0x000001](https://nls.ldls.org.uk/welcome.html?ark:/81055/vdc_100061685603.0x000001).
- de Villiers, C., & Dimes, R. (2021). Determinants, mechanisms and consequences of corporate governance reporting: A research framework. *Journal of Management and Governance*, 25(1), 7–26. doi: 10.1007/s10997-020-09530-0
- Doss, C., Kovarik, C., Peterman, A., Quisumbing, A., & van den Bold, M. (2015). Gender inequalities in ownership and control of land in Africa: Myth and reality. *Agricultural Economics*, 46(3), 403–434. doi: 10.1111/agec.12171
- Doumbia, D. (2019). The quest for pro-poor and inclusive growth: The role of governance. *Applied Economics*, 51(16), 1762–1783. doi: 10.1080/00036846.2018.1529392
- Ellis, A., & World Bank (Eds.). (2007). *Gender and economic growth in Kenya: Unleashing the power of women*. Washington, DC: World Bank.
- Equileap. (2019). *GENDER EQUALITY IN KENYA Assessing 60 leading companies on workplace equality*. Nairobi, Kenya: Equileap. Retrieved from Equileap website: [chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/viewer.html?pdfurl=https%3A%2F%2Fequileap.com%2Fwp-content%2Fuploads%2F2019%2F11%2FGender-equality-in-Kenya\\_Special-report-by-Equileap.pdf&clen=3069455&chunk=true](chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/viewer.html?pdfurl=https%3A%2F%2Fequileap.com%2Fwp-content%2Fuploads%2F2019%2F11%2FGender-equality-in-Kenya_Special-report-by-Equileap.pdf&clen=3069455&chunk=true)
- FIDA. (2018). *WOMEN'S LAND AND PROPERTY RIGHTS IN KENYA*. Nairobi, Kenya: Federation of Women Lawyers, Kenya. Retrieved from Federation of Women Lawyers, Kenya website: [info@fidakenya.org](mailto:info@fidakenya.org)
- Government of Kenya GOK. (2010). *Constitution of Kenya*. Government of Kenya.
- Hansson, S., Arfvidsson, H., & Simon, D. (2019a). Governance for sustainable urban development: The double function of SDG indicators. *Area Development and Policy*, 4(3), 217–235. doi: 10.1080/23792949.2019.1585192
- Hansson, S., Arfvidsson, H., & Simon, D. (2019b). Governance for sustainable urban development: The double function of SDG indicators. *Area Development and Policy*, 4(3), 217–235. doi: 10.1080/23792949.2019.1585192
- Hewitt, S. (2018). The Struggle for Women's Participation in Kenya. *Australian Institute of International Affairs*. Retrieved from <https://www.internationalaffairs.org.au/australian-outlook/the-struggle-for-womens-participation-in-kenya/>
- International Labour Office. (2008). *Women, gender and the informal economy: An assessment of ILO research and suggested ways forward*. Geneva: ILO.
- Jamil, B., Yaping, S., Ud Din, N., & Nazneen, S. (2021). Do effective public governance and gender (in)equality matter for poverty? *Economic Research-Ekonomska Istraživanja*. doi: 10.1080/1331677X.2021.1889391
- Jayachandran, S. (2015). The Roots of Gender Inequality in Developing Countries. *Annual Review of Economics*, 7(1), 63–88. doi: 10.1146/annurev-economics-080614-115404
- Jazeel, T., & McFarlane, C. (2010). The limits of responsibility: A postcolonial politics of academic knowledge production: The limits of responsibility. *Transactions of the Institute of British Geographers*, 35(1), 109–124. doi: 10.1111/j.1475-5661.2009.00367.x
- Jindra, C., & Vaz, A. (2019). Good governance and multidimensional poverty: A comparative analysis of 71 countries. *Governance*, 32(4), 657–675. doi: 10.1111/gove.12394
- Kameri-Mbote, P. (2018a). *Constitutions As Pathways to Gender Equality in Plural Legal*

- Contexts. *Oslo Law Review*, 5(1), 21–41. doi: 10.18261/issn.2387-3299-2018-01-02
- Kameri-Mbote, P. (2018b). Constitutions As Pathways to Gender Equality in Plural Legal Contexts. *Oslo Law Review*, 5(1), 21–41. doi: 10.18261/issn.2387-3299-2018-01-02
- Kantar. (2021). The journey to gender equality in Kenya and Nigeria. *Kantar Public*.
- Karar, E., & Jacobs-Mata, I. (2016). Inclusive Governance: The Role of Knowledge in Fulfilling the Obligations of Citizens. *Aquatic Procedia*, 6, 15–22. doi: 10.1016/j.aqpro.2016.06.003
- Kassie, M., Ndiritu, S. W., & Stage, J. (2014). What Determines Gender Inequality in Household Food Security in Kenya? Application of Exogenous Switching Treatment Regression. *World Development*, 56, 153–171. doi: 10.1016/j.worlddev.2013.10.025
- Keitsch, M. (2018). Structuring Ethical Interpretations of the Sustainable Development Goals—Concepts, Implications and Progress. *Sustainability*, 10(3), 829. doi: 10.3390/su10030829
- Kenya Land Alliance. (2018). *Kenya Land Issuance*. Nairobi, Kenya: Kenya Land Alliance. Retrieved from Kenya Land Alliance website: [https://kenyalandalliance.or.ke/login/publications/images/Kenya\\_Land\\_Issuance\\_Disaggregate\\_d\\_Data\\_Analysis.pdf](https://kenyalandalliance.or.ke/login/publications/images/Kenya_Land_Issuance_Disaggregate_d_Data_Analysis.pdf)
- Kivoi, D. L. (2014). Factors Impeding Political Participation and Representation of Women in Kenya. *Humanities and Social Sciences*, 2(6), 173. doi: 10.11648/j.hss.20140206.15
- KNBS. (2020). *Inequality trends and diagnostics in Kenya, 2020*. Nairobi, Kenya: Kenya National Bureau of Statistics.
- Madsen, D. H., & Nordiska Afrikainstitutet (Eds.). (2021). *Gendered institutions and women's political representation in Africa*. London: Zed.
- Milazzo, A., & Goldstein, M. (2019). Governance and Women's Economic and Political Participation: Power Inequalities, Formal Constraints and Norms. *The World Bank Research Observer*, 34(1), 34–64. doi: 10.1093/wbro/lky006
- Misati Akuma, J. (2015). Socio-cultural and family change in Africa: Implications for adolescent socialization in Kisii County, South Western, Kenya. *Les Cahiers d'Afrique de L'Est*, (50), 80–98. doi: 10.4000/eastafrica.296
- Mugenda, M. O., & Mugenda, G. A. (2008). *Social Science Research: Theory and Principles*. Nairobi, Kenya: Acts Press.
- NDI. (2018). *RECORD NUMBER OF WOMEN ELECTED IN KENYA'S 2017 GENERAL ELECTIONS, BUT WOMEN'S REPRESENTATION REMAINS LOW*. Nairobi, Kenya: National Democratic Institute. Retrieved from National Democratic Institute website: <https://www.ndi.org/our-stories/record-number-women-elected-kenya-s-2017-general-elections-women-s-representation>
- Opoku, M. P., Anyango, B., & Alupo, B. A. (2018). Women in politics in Kenya: An analysis of participation and barriers. *Multidisciplinary Journal of Gender Studies*, 7(1), 1506. doi: 10.17583/genres.2018.3179
- Pair, E., Vicas, N., Weber, A. M., Meausoone, V., Zou, J., Njuguna, A., & Darmstadt, G. L. (2021). Quantification of Gender Bias and Sentiment Toward Political Leaders Over 20 Years of Kenyan News Using Natural Language Processing. *Frontiers in Psychology*, 12, 712646. doi: 10.3389/fpsyg.2021.712646
- Parvez Butt, A., Remme, J., Rost, L., & Koissy-Kpein, S. A. (2018). *Exploring the Need for Gender-Equitable Fiscal Policies for a Human Economy: Evidence from Uganda and Zimbabwe*. Oxfam. doi: 10.21201/2017.1725
- Powell, S., & Arora-Jonsson, S. (2021). The conundrums of formal and informal meritocracy: Dealing with gender segregation in the academy. *Higher Education*. doi: 10.1007/s10734-021-00719-2
- Rohregger, B., Bender, K., Kinuthia, B. K., Schüring, E., Ikua, G., & Pouw, N. (2021). The

politics of implementation: The role of traditional authorities in delivering social policies to poor people in Kenya. *Critical Social Policy*, 41(3), 404–425. doi: 10.1177/02610183211009889

Rutherford, B., & Buss, D. (2019). Gendered governance and socio-economic differentiation among women artisanal and small-scale miners in Central and East Africa. *Third World Thematics: A TWQ Journal*, 4(1), 63–79. doi: 10.1080/23802014.2019.1646614

Schwab, K., Crotti, R., Geiger, T., Ratcheva, V., & World Economic Forum. (2019). *Global gender gap report 2020 insight report*. Geneva: World Economic Forum.

UN Women. (2020). *Gender Data- Kenya*. Nairobi, Kenya: UN Women. Retrieved from UN Women website: <https://data.unwomen.org/country/kenya>

United Nations Office on Drugs and Crime. (2020). *The time is now: Addressing the gender dimensions of corruption*.

World Bank. (2014). *LAND TENURE AND GENDER: APPROACHES AND CHALLENGES FOR STRENGTHENING RURAL WOMEN'S LAND RIGHTS* [Women's Voice, Agency, & Participation Research]. Nairobi, Kenya: World Bank. Retrieved from World Bank website: [www.worldbank.org/gender/agency](http://www.worldbank.org/gender/agency)

World Bank. (2020). *Systematic Country Diagnostic Kenya*. Washington DC: World Bank.