GENDER-BASED BARRIERS TO WOMEN PARTICIPATION, GENDER RESPONSIVENESS OF INITIATIVES AND THEIR INFLUENCE ON WOMEN PARTICIPATION IN COFFEE COOPERATIVES IN KIAMBU COUNTY

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DECLARATION

Declaration by the Candidate

This project report is my original work and has not been presented for a degree in any other University or for any other award

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DEDICATION

I dedicate this project to my father Richard Abuga Sese, for his support and endless encouragement that kept me going.

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ABBREVIATION AND ACRONYMS

CBK: Central Bank of Kenya

EU: European Union

GEM: Global Entrepreneurship Monitor

GRB: Gender Responsive Budgeting

ICA: International Cooperative Alliance

ICO: International Coffee Organization

ILO: International Labour Organization

ITC: International Trade Centre

KNBS: Kenya National Bureau of Statistics

SDGs: Sustainable Development Goals

UNDP: United Nations Development Programme

USDA: United State Department of Agriculture

WEF: World Economic Forum

OPERATIONAL DEFINITION OF TERMS

Gender Responsiveness: is a process that acknowledges and addresses gender differences and inequities to ensure that policies meet the diverse needs and priorities of women, men, girls and boys (United Nations Population Fund, 2021). In this study it emphasizes the need for inclusivity and fairness within coffee cooperatives.

Gender Responsiveness of Initiatives: is the evaluation of specific actions designed to address gender disparities and promote gender equality boys (United Nations Population Fund, 2021). In this study, the initiatives include; Coffee bill, 2023 in parliament, regulation on a single license and registration of farmers' unions with the focus is on assessing how well the initiatives address the particular needs and circumstances of different genders, particularly women.

Gender-Based Barriers: these are obstacles that individuals face due to their gender or perceived gender (Oswald, 2023). In this study, the focus is on how persist the barriers are and to what extent such that they hinder progress toward gender equality.

Women Participation: is the women's active engagement and impact in many elements of coffee production, management, decision-making and leadership roles within the cooperatives (Kahamba, & Xiuli, 2021). In this study, the focus is to analyze the level of women's participation and identify areas for development in order to increase their engagement and impact.

ABSTRACT

Embracing gender responsiveness in agricultural cooperatives is crucial for advancing women's rights and fostering inclusive growth. Despite various measures, women's participation in Kenyan coffee cooperatives has historically remained low, impeding broader development. The purpose of the study was to determine the gender-based barriers to women participation, gender responsiveness of initiatives and their influence on women participation in coffee cooperatives in Kiambu County. The study's specific objectives were to identify the gender-based barriers to women participation in coffee cooperative, to evaluate gender responsiveness of initiatives in the coffee sector and to examine trends in women participation in coffee cooperatives. The study was guided by the Gender and Development theory and a descriptive research design. The target population comprised Cooperative Members, Chairpersons of Management Boards, Coffee Managers and Cooperative Officers. A sample size of 398 participants was selected using simple random sampling from members and purposive techniques from other respondents. Data collection involved Key Informant Interviews with Cooperative Officers, In-Depth Interviews with Chairpersons of Management Board and Coffee Managers and questionnaires for Cooperative Members. The data collection instruments were pilot-tested in Kabete Sub-County, yielding a Cronbach's alpha of 0.887, indicating high reliability. Face and content validity were ensured. Quantitative data were analyzed using descriptive statistics, while qualitative data were analyzed using thematic analysis. The findings revealed key gender-based barriers persist, especially in access to farm inputs, lack of recognition of women's contributions and limited access to leadership roles. Also, while initiatives implemented were gender responsive, the Coffee bill, 2023 was found to have the lowest notable improvements in cultural norms and power dynamics, there was still a lack of potential for gender responsiveness, indicating limited capacity to foster inclusivity. Lastly, there was a positive trend in women's participation over the last two years, the coffee sector, especially in decision-making and membership. The study concluded that; gender-based barriers should be addressed through targeted interventions such as creating training programs, continued implementation of initiatives was essential for further removing barriers and that the existing initiatives had positively influenced women participation. The study recommended further investigation be conducted to uncover the underlying causes of these barriers, revisions to the Coffee bill, 2023 to better promote gender-inclusive practices in coffee sector and continuous assessment of gender responsive initiatives to ensure effectiveness and progress towards greater gender inclusivity in coffee cooperatives. The study recommended further area of study on the impact of internal, external and governmental programs on women's participation in coffee cooperatives. Additional studies should also explore gender-based barriers and initiatives in other cooperative types, such as workers' and consumer cooperatives.

CHAPTER ONE

INTRODUCTION

1.1 Background of the study

Equal representation of women in agricultural cooperatives is both a women's right and crucial for long-term, inclusive growth (Woldu et al., 2015). Cooperatives could assist women in overcoming gender specific limitations if they were inclusive and gender responsive by improving their knowledge, leadership abilities, self-assurance, access to farming resources, community connections and standing within the value chain, Food and Agriculture Organization (FAO, 2013). Agricultural cooperatives could be a useful tool for advancing the development of agriculture that were gender responsive, but they had to be planned and executed in alignment with the needs and interests of women farmers in mind, this entailed tackling social and cultural conventions that prevented women from joining cooperatives and giving women members specialized support and training (Mensah et al., 2018).

Agricultural cooperatives have made significant changes in the direction of gender responsiveness, though there is still potential for development. Globally, women account for 43 percent of the farming labor pool (FAO, 2023). However, they encounter bias on the basis of livestock and land ownership, their contributions in decision making, equal pay and access to financial and credit services. Food and Agriculture Organization tried to address the discrimination by championing for equal rights of all genders, promotion policies at the government level and empowering women with business and entrepreneurial skills at individual level (FAO, 2023).

According to 2017 census of agriculture in the USA, women made up roughly 36 percent that is 1.2 million producers out of 3.4 million producers United States Department of Agriculture (USDA, 2023) and 28 percent of cooperative chief executive officers. Despite the numbers, there was still a gender wage gap and other forms of discrimination and women were still underrepresented in leadership roles within cooperatives (National Cooperative Business Association (NCBA, 2019) and the University of Wisconsin Center for Cooperatives 2019).

Women engagement in agricultural cooperatives in Asia had expanded over the past few decades, with some nations showing particularly high levels of women's participation, including India, Nepal and the Philippines (International Labour Organization, 2020). In 2018, women in Asia accounted up to only about 10–20 percent of the membership in agricultural cooperatives which was generally low, this is due to institutional and cultural restrictions that restrict women's engagement in agricultural cooperatives (International Cooperative Alliance, 2018). In Bangladesh, Bhutan, India, Nepal and Pakistan, women who economically engaged in agriculture range between 60 percent and 98 percent. In reality, even while women perform more agricultural tasks, they still had less decision-making authority and less pleasant working conditions (International Coffee Organization, 2018).

In Bangladesh women in agriculture still held only about half the power of men when it comes to factors like asset ownership and income control (World Economic Forum, 2020). In India, women made up about 30 percent of agricultural cooperative members (ILO, 2020) but despite these advancements, social norms and gender-based discrimination frequently restricted women's engagement in agricultural cooperatives. This at least partially reflected the reality that women continued heavy

burden of unpaid work was unaffected by their admission into the paid workforce (Thornton, 2020).

Coffee sector is a growing industry due to increased consumption in emerging economies and a strong interest in coffee and its product innovation in developed countries (Areiza-Padilla et al., 2020). Among the tropical beverages; cocoa, tea and coffee, trade in coffee accounted for the largest part and has grown rapidly since 2000 with up to 25 million farming household world-widely accounting for 80 percent of world output (FAO, n.d.). As of 2019 the leading coffee production were Brazil, Vietnam and Colombia, which together accounted for 56 percent of global production (Ryu, 2023) while United States of America and European union were the largest consumers and importers.

In Colombia, women's participation amplified from 26 percent in 2013 to 38 percent in 2017 (International Trade Centre, 2018a). Colombia had over 30 coffee cooperatives aimed at joint bargaining power for members and outsourcing key activities since the process of growing coffee was labor intensive and making it harder for farmers to connect directly with buyers and mostly small-scale farmers (Coffee Intelligence, 2022). These coffee cooperatives adopted a gender responsive strategy to encourage women's involvement in coffee production and decision-making. They had a women's committee that advocates for gender equality inside the organization and offer gender sensitive training and education to their members (Cárdenas, 2020).

In North Sumatra, Indonesia in 2018, for instance, women performed up to 80 percent of the labor on coffee farms (ICO, 2018) but were frequently not included in cooperative decision-making, which limited their ability to influence laws and

programs that had an impact on their livelihood (ILO, 2020). Besides being actively involved in the cooperative's growth from the beginning, women did not hold prominent leadership roles (Alemán Salcedo et al., 2020) and as such women continued to work as ignorant, helpless laborers who had to take care of the home and the land even if their benefits and contributions were slowly rising (Rawlings & Shaw, 2016).

The leading producers of coffee in Africa are Ethiopia, Uganda, Côte d'Ivoire, Madagascar and Tanzania (FAO, n.d.). In 2013 women had access to less land, which is also of lesser quality than men did in the sub-Saharan African nation (Doss et al., 2015). Women constituted a significant proportion of smallholder farmers, yet they faced many constraints in accessing productive resources and markets and they had limited opportunities to participate in decision-making processes within agricultural cooperatives (United Nations Development Programme, 2018).

In Ethiopia as of 2015, women made up 75 percent of the labor in the coffee business but only controlled 43 percent of the revenue as they only earned roughly 20 percent of the income from small-scale farms that they did not own and typically had smaller roles lower down the value chain, (African Development Bank, 2015). In Uganda, in spite of the fact that women work 58 percent of the time in the field and 72 percent of the time handling the harvest, female coffee farmers still made 38 percent less than men and had less access to resources, less say in planning and different market opportunities than men (Farm Africa, 2018). In Tanzania, men had typically been the only ones in charge of selling the coffee and making financial decisions, despite the fact that women contributed up to 75 percent of the manual labor (Catholic Relief Services, 2019).

In Kenya as of 2022, there were almost 7,898 agricultural cooperatives (Statista Search Department, 2023) with 70 percentage of the population being engaging in agriculture work and with agricultural cooperatives playing a significant role (CBK, 2023). The coffee sector consisted of 659 coffee cooperatives (KNBS, 2020). The coffee cooperatives contributed for up to 1 percent of gross domestic product, 8 percent of total agricultural export earnings and 30 percent of labor force employed in coffee with 5 million people involved in coffee. Women provided for up to 70 percent of the labor in coffee cooperatives (We Effect, 2021). However, there were gender gaps inside these cooperatives with women having less access to resources and authority over decisions as they constituted only about 20 percent of cooperative members (ILO, 2020).

The former central province of Kenya which consisted of Kiambu, Nyeri, Kirinyaga and Muranga Counties contributed for up to 60 percent of the coffee production in Kenya (KENCAFFEE, 2022). In the coffee board of Kenya 2019/2020 statistics, among the 32 coffee growing Counties, Kiambu County was the leading producer and earner (County Government of Kiambu, 2021), there were over 56,200 coffee farmers spread all through Kiambu County and organized into 22 coffee cooperatives. However, there were social and cultural barriers that had led to gender inequities that prohibited women from fully engaging (Korinek et al., 2021).

The government over the years has undertaken different measures to addressing challenges in the coffee sector. Such measures include; providing financial support and prompt payment which could ease financial constraints that disproportionately affect women and improved extension services and training which fosters better coffee farming practices hence contributing to improved production and quality

(Coffee Intelligence, 2023). Reduced role of middlemen by enforcing stricter regulations on licenses and limiting individuals to a single license aimed at ensured value flows directly to the farmers hence, create a more transparent and equitable system, fostering women's leadership and involvement in decision-making (Coffee Intelligence, 2023). Lastly, forming new unions and advocate for the coffee bill, 2023 to promote a more unified and powerful presence in the market (The Elephant, 2023).

1.2 Statement of Problem

Agricultural cooperatives are noted to be crucial for promoting inclusive and sustainable development in rural regions (FAO, 2019). Despite this, women participation remains disproportionately low, with women holding only 20% of leadership roles in cooperatives and comprising around 30% of membership worldwide (World Cooperative Monitor, 2023). In the agricultural sector, women account for 36% of all agricultural workers globally and are central to agrifood systems, particularly in regions like Southern Asia and Sub-Saharan Africa (FAO, 2023). In Kenya within coffee cooperatives, women make up over 70% of the agricultural labor force yet represent less than 40% of cooperative membership and occupy less than 10% of leadership roles (Cooperative Alliance of Kenya, 2022). In Kiambu County, a major coffee producing region, women's participation in cooperatives is reported at 27–30%, with socio-cultural constraints and limited representation in governance structures being key barriers. Although the percentage of women participating in agricultural cooperatives increased from 22.9% in 2017 to 30% in 2022 (ILO, 2017; Global Communities, 2022a), this rise does not necessarily reflect gender equality. Cooperatives often fail to implement gender parity policies or promote gender responsive governance, undermining the impact of these initiatives

on women's participation (Global Communities, 2022a). While previous studies such as study by Woldu et al. (2015) on women's participation in agricultural cooperatives showed that gender biases and discriminatory practices were challenges in women's access to cooperative resources and decision-making power and on initiatives, only gender responsive budgeting research had been conducted (Bala & Ahuja, 2023), they overlooked the evolving role of gender responsive initiatives in improving women's participation. Hence, due to limited studies, a study on gender-based barriers to women participation, gender responsiveness of initiatives and how they influenced women participation was conducted not only for gender equality, but also for the general sustainability and performance of cooperatives in Kenya's coffee sector.

1.3 Purpose of Study

The purpose of the study was to determine gender-based barriers to women participation, gender responsiveness of initiatives and their influence on women participation in coffee cooperatives in Kiambu County.

1.4 Specific Objectives

This study was based on the following objectives;

i. To identify the gender-based barriers to women participation in coffee cooperatives in Kiambu County, Kenya.

ii. To evaluate gender responsiveness of initiatives in the coffee sector in Kiambu County, Kenya.

iii. To examine trends in women participation in coffee cooperatives in Kiambu County, Kenya.

1.5 Research Questions

This study was guided by the following research questions;

i. What are the gender-based barriers to women participation in coffee cooperatives in Kiambu County?

ii. Are initiatives in the coffee cooperatives in Kiambu County gender responsive?

iii. Have initiatives in coffee sector increased women participation in coffee cooperatives in Kiambu County?

1.6 Justification of Study

The study aligned with multiple Sustainable Development Goals (SDGs), particularly SDG 5 on gender equality and empowerment of women and girls and SDG 1 on poverty eradication. It aimed to improve women participation in coffee cooperatives. The study was essential to comprehend the effects of gender-specific activities to promote fair opportunities for women. The study determined the obstacles that prevented women from participating fully in coffee cooperatives so as to pinpoint roadblocks that stood in the way of advancement.

The goal of the research was to prepare information for customized interventions, policies and practices that could improve the general sustainability, productivity and inclusivity of coffee cooperatives by revealing the relationships between gender-based barriers, gender responsiveness of initiatives and women's participation. The study would help policymakers implement gender responsive measures, help stakeholders identify areas for improvement and women benefit from targeted measures to increase their participation and decision-making ability in the

cooperatives. Lastly, future scholars could reference this study to expand existing knowledge in this area.

1.7 Scope of Study

The study fell in the area of the agricultural industry, specifically coffee cooperative and implied economic growth, quality and nutrition of food, investment and social development. The study was carried out on coffee cooperatives in Kiambu County. The study explored the gender-based barriers to women participation, gender responsiveness of initiatives and their influence on women participation.

1.8 Limitation of Study

The study's biggest drawback was likely its generalizability. The findings of the study may not be generalized to other areas on the basis of the focus of this study on gender-based barriers to women participation, gender responsive initiatives and women participation in coffee cooperatives.

1.9 Assumption of Study

The study assumed that there would be participants who would be willing to fill out the questionnaires and undertake interviews. It was assumed respondents would give correct and true responses. Also, it was assumed that coffee cooperatives would be facing challenges related to gender responsiveness and women participation and therefore need to be investigated.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter presented the concept of gender responsiveness, concept of gender responsiveness of initiatives, concept of gender responsiveness of initiatives, concept of women participation, gender-based barriers, gender responsiveness of initiatives, trends in women participation, empirical review, theoretical framework, conceptual framework and summary.

2.2 Concept of Gender Responsiveness

Gender responsiveness is a crucial element in attaining equality and ensuring that policies and services benefit everybody. Gender responsiveness is a process that acknowledges and addresses gender differences and inequities, ensuring that policies, programs and services meet the diverse needs and priorities of women, men, girls and boys (United Nations Population Fund, 2021). This strategy necessitates gender analysis which entails recognizing gender roles and disparities as well as promoting equal participation and equitable benefit distribution in planning, implementation, monitoring and evaluation (UNDP, 2020).

Gender responsiveness entails acknowledging developmental differences, valuing different perspectives and experiences and ultimately empowering girls and women (UNICEF, 2017). It necessitates organizations actively addressing gender and societal imbalances through project activities that consider men's and women's differing responsibilities and statuses. Gender responsive methods attempt to enhance gender equality and consider differences between genders in the context of the National Adaptation Plan (NAP) process. It addresses cross-cutting components such institutional arrangements, capacity development, funding and information

sharing (NAP Global Network & United Nations Framework Convention on Climate Change, 2019).

Gender responsiveness entails adopting tangible actions to empower women at home, in their neighborhoods and in society, as well as in political and decision-making frameworks (IISD, 2017). Gender responsive policies promote fairness, success and peace by recognizing the equal worth of all community members. Global Partnership for Education (GPE) and United Nations Girls' Education Initiative (UNGEI) (2017), emphasize the necessity of policies and programs that actively examine gender norms, roles and relationships and take steps to minimize their negative consequences, such as gender inequality. Gender responsive policymaking considers both genders demands and interests, ensuring inclusion and fair representation (IRI, 2020).

Gender responsiveness addresses structural inequities by incorporating gender issues into policy formulation, implementation, monitoring and evaluation (USAID, 2020). Such programs should address gender-based impediments, acknowledge gender differences, promote gender sensitivity in structures, processes and techniques and strive towards gender parity as part of larger gender equality plans (Inter-Agency Network for Education in Emergencies, 2019). Gender responsive standards consider the distinct needs of each gender; these standards reflect the aspirations and needs of all genders by guaranteeing gender equity and fair representation (United Nations Economic Commission of Europe, 2022).

According to United Nations Population Fund (2021) gender responsiveness in this study describes a holistic strategy to recognizing, understanding and addressing gender differences, inequalities and cultural standards that design women's and men's

engagement in coffee cooperatives in Kiambu County. Gender responsiveness entails doing gender analysis in order to discover and appreciate the unique requirements, interests and issues faced by females and males of all ages in the context of the coffee cooperatives through gender responsive planning, implementation and assessment (ILO, 2019).

This study's gender responsive methodology emphasizes the need of equitable access and control over resources within coffee cooperatives through inclusivity and fairness (FAO, 2023). It aims to reduce gender disparities by addressing societal mindset and conduct that may stifle women's involvement and empowerment. The study aims to promote the creation of policies and initiatives that can build a more equitable and gender responsive environment within coffee cooperatives by recognizing and addressing the distinctive experiences and needs of different genders.

2.2.1 Concept of Gender Responsiveness of Initiatives

Gender responsive initiatives in agricultural cooperatives aimed to address gender inequality and empower women and young people. Elias (2013) emphasized that a gender responsive project should consider the priorities, duties and obligations of both men and women. It should be purposefully designed to reach and benefit both genders. Access to gender responsive, community-oriented and holistic infrastructure resources can help women adapt to vulnerabilities, although such resources remain limited (Mehar et al., 2016). By collaborating gender responsive programs there was an opportunity to make a beneficial effect on the lives of millions of farming households in the developing world (Bill & Melinda Gates Foundation, 2012).

The adoption of gender sensitive policies can result from the implementation of gender responsive initiatives in cooperatives, giving women and young people better access to leadership roles, markets and resources (Ngigi et al., 2017). United Nations Global Compact (2010) offers a framework for businesses to include gender issues into their plans, policies and practices. Governments and organizations utilize gender responsive budgeting (GRB) as a technique to evaluate the impact of budgets on different genders and allocate resources to alleviate gender inequities (UNDP, 2018). Organizational management plays a crucial role in ensuring gender responsive research practices through regular support for gender training. Additionally, fostering an organizational culture that encourages the sharing of knowledge and experiences related to gender responsive research is vital (Meinzen-Dick et al., 2011).

The provision of gender responsive healthcare services is an illustration of a gender responsive project. This strategy acknowledges that gender norms and disparities can impact people's access to and experiences with healthcare, as well as the probability that genders may have different health requirements (World Health Organization, 2019). A gender responsive pedagogy is also used in education to acknowledge how preconceptions and gender biases can be reinforced in educational settings. It entails implementing instructional strategies, curricular components and classroom procedures that dispel gender norms, advance equitable participation and address the unique obstacles that girls and boys encounter in the educational system (United Nations, 2015b).

Gender responsiveness conceptually entails the following key aspects: Gender special requirements and priorities whereby initiatives will be evaluated based on their ability to acknowledge and tackle the special requirements, limits and priorities

of women farmers and men within coffee cooperatives (Paudyal, et al., 2019). Equitable targeting and benefit, here, initiatives must be consciously planned to reach and benefit both genders. The study will determine if the initiatives consider the priorities, duties and obligations of both genders, well as whether they offer equitable access to benefits and resources for all participants. Empowerment and inclusion here the research will look into whether the projects promote gender equality and inclusion by giving women and young farmers more access to leadership positions, markets, resources and decision-making possibilities (United Nations, 2015c).

The study will adopt various yardsticks; gender analysis, gender responsive budgeting and allocation, gender responsive organizational management and progress evaluation. Gender analysis will be used to assess how well the projects take gender norms, roles and relationships into account in their design, implementation, monitoring and assessment procedures (ILO, 2019). In addition, the programs will acknowledge and rectify existing gender imbalances and discriminatory behaviors in agricultural projects. Gender responsive budgeting and resource allocation, in this study will determine if programs use gender responsive budgeting strategies to allocate resources in a way that reduces gender disparities while also advancing gender equity and empower women (Steccolini, 2019). This includes taking into account the impact of budget allocations on various genders and reallocating funds to remedy gender imbalances (UN Women, 2019).

Gender responsive organizational management in this study will assess whether agricultural project organizations provide regular gender training to their staff in order to improve their capability for conducting gender responsive research and activities (Travis et al., 2021). Furthermore, the research will look into whether firms

foster an inclusive organizational culture that promotes gender responsiveness and knowledge-sharing. Progress evaluation will determine if initiatives have systems in place to track and evaluate their long-term impact on advancing gender equity and women's empowerment. In conclusion, gender responsiveness of initiatives in this study entails the ability of programs to examine gender-specific factors, promote gender equality and inclusion and encourage women and young people to engage fully in the agricultural sector will be used to evaluate them.

2.2.2 Concept of Women Participation

Women's input to society, such as in agriculture, economic progress and political participation, are vital for attaining gender equality and sustainable development (United Nations, 2019). Women's participation can take many different forms, including political engagement, economic involvement, social engagement and cultural involvement (UNDP, 2019). According to the UN Women Watch Organization (2017), women serve a crucial role in providing food security and nutrition stability, increasing rural livelihoods and promoting general well-being. Hence, recognizing and appreciating women's achievements is critical for advancing equality and empowering women in both rural and metropolitan areas (World Bank, 2019).

Economic empowerment for women necessitates providing them with the requisite skills, resources and equal access to economic opportunities (UNICEF, 2020). It is critical to establish inclusive platforms and avenues for women to engage and lead in these domains, while also allowing for varied perspectives and addressing women's special needs and concerns (United Nations, 2015a). Economic empowerment for women includes not only economic achievement but also the capability to decide and

consider authority to make economic decisions, manage resources and share earnings (Memar, & Solomon, 2014)). Ensuring women's economic resilience and tackling the challenges they experience are critical for long-term equitable growth and sustainable recovery (Orisadare, 2019).

Women's complete and impactful political engagement is important not just for human rights as well as equitable growth and long-term development (OECD, 2018). Despite advances, women are still insufficiently represented in political decision-making bodies around the world (Radu, 2018). Increasing women's political representation necessitates gender sensitive political leadership and skills-based training (Kumar, 2018). Financial resources can play a role, as a lack of funds might limit women's voting involvement (Common Wealth, 2017). Overcoming these obstacles and ensuring equitable political involvement for women are crucial for establishing gender equality and empower women.

Gender balanced leadership benefits the economy by increasing production and creativity (WEF, 2021). Furthermore, women's leadership styles are frequently related with conflict resolution, inclusive decision-making and a greater focus on people's needs (Paola Profeta, 2017), hence, recognizing and respecting women's leadership talents helps to improve outcomes in a variety of industries. Women's participation in sustainable development is critical to accomplishing its aims (Bayeh, 2016). However, women's contributions to agriculture are often ignored, despite their major involvement in physically hard work (Aggarwal et al., 2013). To address these gaps and promote gender inclusive growth, focused measures to eliminate the hurdles women face during transitions are required (World Bank and World Trade Organization, 2020).

Women's participation in coffee cooperatives, in the context of this study, refers to their engagement and impact in many elements of coffee production, management, decision-making and leadership roles within the cooperatives. The study will use metrics such as the percentage of women actively engaged in various coffee-related activities, the representation of women in leadership and decision-making positions, their access to economic opportunities and resources within the cooperative and the presence of gender responsive policies and initiatives that promote their participation and empowerment as a yardstick for determining women's participation in coffee cooperatives.

Women's participation conceptually entails the following key aspects: Decision-making and leadership roles, the study will look at how women are represented and involved in decision-making and leadership roles in coffee cooperatives (Kahamba, & Xiuli, 2021). This includes exploring their participation in cooperative governance, resource allocation decisions and trade policy-making. Economic prospects, the study will look into the economic prospects available to women in the coffee cooperatives (Handschuch & Wollni, 2016). This involves investigating their cooperative involvement in coffee processing, marketing and entrepreneurship.

The study will look at women's economic empowerment and resilience inside which includes equipping them with skills, resources and equal access to economic opportunities (Wekwete, 2014). It also involves their ability to make economic decisions, manage resources and split profits within the cooperative structure. This research will identify and address gender-based hurdles to women's engagement in coffee cooperatives, such as gender norms, discriminatory practices and unequal power dynamics, which may influence their level of involvement and influence. In

gender sensitive policies and programs, the research will look at the presence and effectiveness of gender responsive policies and programs inside coffee cooperatives, with the goal of encouraging women's active participation, providing support for their special needs and concerns and addressing gender inequities. The study's goal is to analyze the level of women's participation and identify areas for development in order to increase their engagement and impact.

2.3 Gender-Based Barriers in Cooperatives

Gender equality and empowering women are issues that face cooperatives and the countries in which they operate (ILO, 2015). Gender-based hurdles in the coffee business pose substantial problems to women's total involvement and growth. These impediments include a number of social, economic, cultural and institutional elements that leads to gender inequality and limit women's possibilities (Avelino et al., 2019). Multiple impediments limit women's access to opportunities, often resulting in legal constraints that institutionalize women's marginalization (ICA & European Union, 2020). Eliminating barriers to gender equality is a vital focus for collaborative effort and a top priority for the International Cooperative Alliance and its member organizations, who strive for gender responsive execution of the 2030 Agenda for Sustainable Development (ICA & European Union, 2020).

Traditional gender roles and stereotypes often relegate women to low-paid and undervalued tasks within the coffee value chain, such as harvesting or processing. Consequently, women have restricted opportunities to engage in higher-value activities like quality control, marketing or entrepreneurship, which restricts their potential for economic advancement and leadership (Avelino et al., 2019).The challenges women face in their daily lives restrict their access to opportunities are

evident in the persistent barriers faced by girls and young women in obtaining education and developing skills. These include entrenched cultural norms that confine women to traditional household roles and question their leadership capabilities, the marginalization of women in public spaces and their systematic exclusion from financial resources and support structures (ILO, 2015).

Gender-based barriers in the cooperative sector exhibit a deficiency of understanding of gender inequality, prevalent gender stereotypes, land ownership laws that favor men over women and "family" cooperative memberships in which women carry the labor and time burden but do not vote and have limited control over major resources (Global Communities, 2022b). Membership in agricultural cooperatives, for example, frequently involves ownership of land, which discourages women from joining because they are significantly underrepresented in land ownership globally (USAID, 2020). The situation is aggravated by unmet gender training demands within cooperatives and a lack of sector-specific training tools, resulting in women frequently lacking equal opportunities for skill development and knowledge enhancement, perpetuating gender inequities (Avelino et al., 2019).

Women continue to face economic disparities and gender-based expectations, as they are often involved in unpaid labor and are frequently excluded from well-paying, dignified jobs (Madgavkar et al., 2020). However, it is crucial to highlight that when women organize or participate in cooperatives, they take part in innovative work, leading to higher earnings and enhanced business performance (ILO, 2015). By joining cooperatives, women also strengthen their influence in household decisions and increase their involvement in community affairs. This empowerment is most effective when cooperatives prioritize inclusive employment practices, allowing

women who face multiple layers of inequality to actively participate (Avelino et al., 2019).

Gender-based impediments must be addressed through comprehensive approaches that include policy interventions, institutional changes, capacity-building programs and gender responsive initiatives (ACCA, n.d). These measures aim to break down barriers, empower women and promote inclusive development in the coffee industry (Avelino et al., 2019). These efforts should concentrate on increasing women's access to resources, increasing their representation in leadership positions, challenging gender stereotypes, providing training opportunities and cultivating supportive environments that enable women to fully engage and provide inputs for the growth and sustainability of the coffee industry.

Ochan and Amanga (2019) study on gender barriers to women's empowerment in agricultural cooperatives in Gog District of Gambella, Ethiopia on a target population of 27 cooperatives and a sample size of 12 agricultural cooperatives which were purposively selected and 127 respondents which were selected using simple random sampling technique. Data was gathered through the use of questionnaires and focus group discussions. Quantitative data were analyzed using basic descriptive statistics, while qualitative data were presented in narrative form. The study's findings identified several key gender-related barriers to women's empowerment, including limited control over resources like personal income, domestic violence rooted in gender norms, unequal division of labor, the impact of marriage and dowry systems, weak decision-making authority within households, restricted access to training, challenges accessing markets and low participation in leadership roles within cooperatives. To address these issues, the study recommended increasing awareness

of gender barriers through training at both household and cooperative levels, encouraging women to make independent decisions regarding their cooperative activities and strengthening their role in tasks traditionally divided along gender lines.

2.4 Gender Responsiveness of Initiatives in Cooperatives

Gender responsiveness in the coffee sector is critical for addressing the unique requirements and restrictions that women in coffee production confront. It entails developing and implementing actions to combat gender discrimination and societal norms that limit women's potential in the sector (FAO, 2023). These activities go beyond simply monitoring gender results and actively address gender issues through a variety of tactics, standards and intervention programs (CIFOR, 2016-2020). Gender responsive services are designed to address the unique obstacles that women confront in agriculture, such as the seasonal and informal nature of their job, the weight of unpaid care chores, restricted access to collateral and infrastructure and mobility limits (FAO, 2023).

The USAID study (2020) on Kenya's Final Gender Analysis Report in Nairobi, Isiolo and Kilifi counties examined a target population of 517 stakeholders (66 percent women). It used explanation research's design and collected primary data through semi-structured interviews and focus groups, along with secondary data from various sources, including government and donor analyses. The study revealed incomplete implementation of gender responsive planning and budgeting in counties, weak citizen participation in County Integrated Development Plans and persistent gender inequality. Women played a crucial role in poverty reduction through income generation and food provision but faced disempowerment in agriculture, leading to

low productivity and food insecurity. Women were also underrepresented in formal employment and faced gender inequality in formal inheritance rights. Recommendations included implementing gender policies and responsive budgeting, addressing gender-based violence, involving women in decision-making, building capacity for gender responsive natural resource conservation and strengthening policy and legal frameworks.

Gender responsiveness has gained traction in the coffee sector as a result of the awareness of women's major contributions and the existence of gender inequities (Moser, 2019). Gender responsive efforts strive to overcome unique hurdles that women encounter in accessing resources, information and decision-making processes (Kanesathasan et al., 2013). Gender responsive practices in the coffee industry can result in higher coffee production, improved food security and greater gender equality (Lambrecht et al., 2018). These programs may also promote women's leadership, combat gender-based violence and discrimination and improve women's access to financing and markets (World Coffee Research, 2021).

The study by Bala, A., & Ahuja, R. (2023) examined gender responsive budgeting (GRB) in agriculture in India using secondary data from budget estimates between 2005 and 2022. The findings indicated that gender budgeting alone is not enough to address pervasive gender inequities. However, GRB can be a crucial tool for supporting women farmers with input assistance and capacity building and for creating specific financial provisions and targets to tackle gender inequality and reduce disparities. The study recommended proactive measures by the government to institutionalize gender responsive planning and budgeting systems, mainstream women in agriculture through GRB to ensure access to resources, technology,

education and health facilities and allocate separate budgets for social security and public healthcare services. It's important to note that while this study focused solely on GRB, while my research explores other gender responsive initiatives beyond this scope.

Gender responsive measures in the coffee business through the She-Trades Coffee project aimed at targeted training and providing market opportunities to women so as to enable them benefit directly from trade in hopes of increasing women participation (ITC, 2018b). To facilitate women's direct sales and involvement in higher-value markets, efforts to reduce gender-based barriers to market access and value chains can include capacity building, networking opportunities and financial support (Barista Magazine, 2021). It is also critical to encourage women's participation in decision-making processes at all stages of the coffee value chain, which includes training, mentoring and creating safe spaces for women to express their thoughts and influence sector policy (ICO, 2018).

Through Women in Coffee, a Gender-transformative approaches initiative, launched by We Effect, is an example of a gender responsive program in the coffee sector. Its goal is to mainstream and integrate women in production so as to encourage women participation in decision-making. Similarly, Advancing Gender Equality in Coffee Value (AGTEC) aimed at tackling gender inequalities in the coffee value chain. Another example is the Gender Effect, which ensures that women could access and participate in coffee agronomy training, so that they could apply the skills in coffee production (Kanesathasan et al., 2013). Gender responsiveness in the coffee industry is critical for addressing gender inequities and empowering women in the coffee industry.

2.5 Trends in Women Participation in Coffee Cooperatives

Women's engagement in coffee cooperatives is a dynamic environment that reflects the changing worldwide discourse on gender issues (Nespresso, 2017). Redressing gender imbalances in resource distribution and decision-making in agricultural cooperatives has been the focus of contemporary initiatives, despite past neglect (Andersson et al., 2022). Given the importance of active participation, efforts to empower women in cooperative structures from training programs to policy initiatives have gained traction (ICA, 2016).

Globally, women's participation in coffee cooperatives has amplified significantly as a result of initiatives aimed at promoting gender inclusiveness in agricultural cooperatives. Women currently make up 20–30% of coffee growers worldwide, which is a notable increase (ITC, n.d.). Notable instances include Ethiopia, where the percentage of women participating climbed from 18 to 31% between 2009 and 2017 and Colombia, where the percentage jumped from 26 to 38% between 2013 and 2017 (ITC, 2018a).

The participation levels of women in coffee cooperatives are largely determined by factors like cultural norms, land rights and resource accessibility (Kaaria et al., 2016). Due to access and control being governed by male kinship, gender disparities in land ownership in Kenya prevent women from participating fully (USAID, 2020). There is still a pay gap whereas women make, on average, as of 2022, 80 percent less than men and female-owned businesses make 68 percent less than male-owned businesses (ILO, 2022; Global Entrepreneurship Monitor, 2022).

One issue that keeps rural women from participating fully in coffee cooperatives is the disproportionate amount of time they devote to household and care giving duties

(World Bank and World Trade Organization, 2020). Nonetheless, it's clear that the coffee industry is beginning to acknowledge the significance of gender equity and the empowerment of women (Ochago, 2017). Positive development outcomes and a decrease in poverty have been associated with women's control over assets (Johnson et al., 2016). Expanding the involvement of women in decision-making procedures promotes inclusive, long-term cooperative growth (Sell & Minot, 2018).

Recent research highlights how technology, such online marketing tools and mobile banking, could significantly improve women's participation in cooperative activities (GSMA, 2022). Given the changing roles and goals of women in agriculture, strategies that are adaptable are essential (Kabeer, 2019). Biswas et al.'s (2022) study on women's participation in Bangladeshi agriculture provides valuable insights. The Women's Empowerment in Agriculture Index shows that disempowerment endures despite increased rates of involvement (WEAI). While the study focused on secondary data my study combines primary and secondary data references to provide a thorough insight of women's roles in coffee cooperatives.

2.6 Theoretical Literature

A research's theoretical framework served as the conceptual foundation for the study and creates a connection between it and the specific area of examination that was looked into. The study is based on the following theory:

2.6.1 Gender and Development (GAD) Theory

The study is based on Gender and Development (GAD) Theory, which come to light in the 1980s as a critique of the Women in Development (WID) approach and was coined by Rathgeber in 1982. The WID’s initial focus on the "women's sector" being weak was among its most unsettling characteristics. It was characterized by a dearth

of genuine political clout, making it inadequately supported and inadequately staffed. Hence, the sector's goals and issues were conceptualized in terms of women rather than gender, which was a crucial aspect underpinning these features.

GAD was pioneered by feminist scholars and practitioners such as Caroline Moser and Naila Kabeer, who argued that WID approach primarily aimed to incorporate women into existing development frameworks without critically addressing the foundational structures that perpetuate gender inequality (Moser, 1993; Kabeer, 1994). In contrast, the GAD approach acknowledged the potential support of men who are also committed to issues of equity and social justice, differing from radical feminist perspectives that focus exclusively on female solidarity (Sen & Grown, 1987). GAD shifted the focus to understanding the social relations of gender through examining how development impacted men and women in distinct ways due to prevailing power dynamics and gender norms.

Enhancing women's legal rights, especially changing land laws and inheritance rules was also a major area of study from a GAD perspective. Researchers found that addressing gender inequality required transforming these power relations and involving both genders in the process (Moser, 1993). The implications of GAD were profound hence emphasizing the need for development policies and initiatives to consider the intricacies of gender dynamics and promote equity. In relation to this GAD theory provided a framework for assessing how initiatives addressed gender-specific needs and challenges and how they could transform gender relations to enhance women's active participation and benefits in cooperatives.

2.7 Study Conceptual Framework

A conceptual framework shows the relationship between the dependent and independent variables in a study.

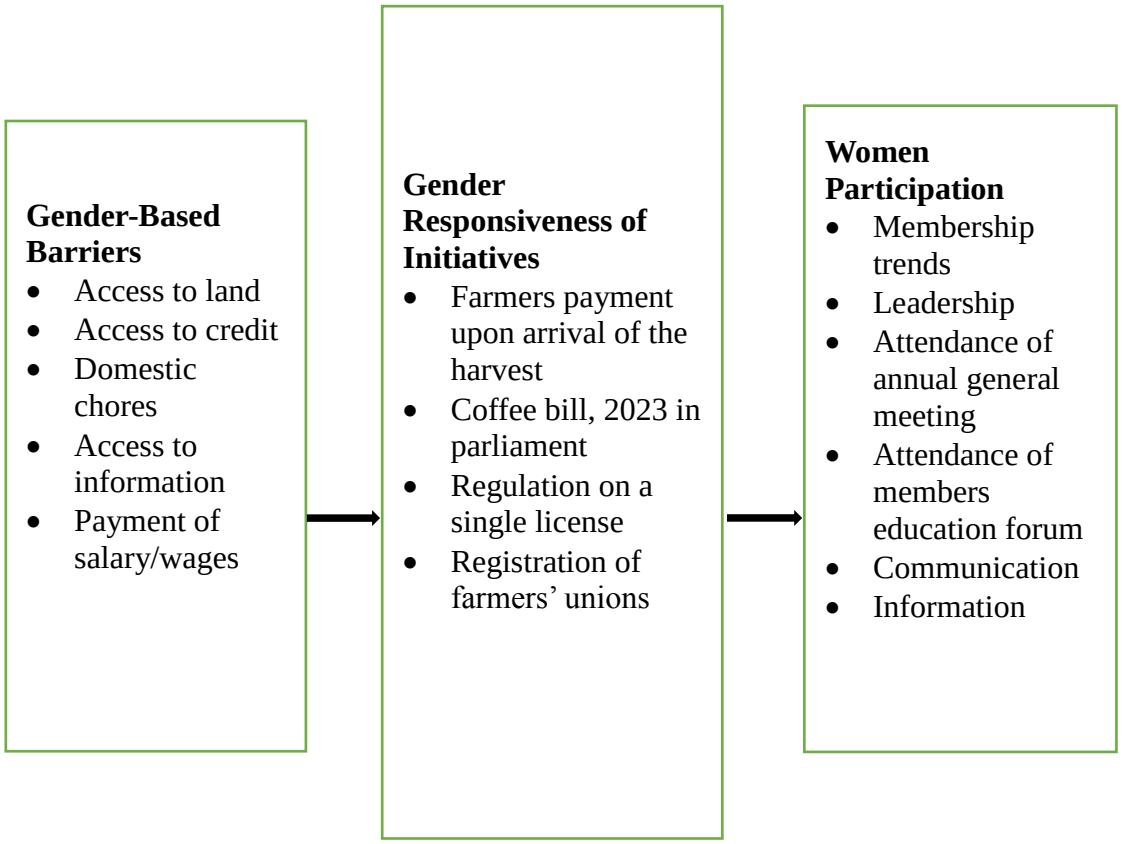

Figure 2.1: Conceptual Framework

Figure 2.1 shows the independent variables and dependent variable on gender-based barriers to women participation, gender responsiveness of initiatives and their influence on women participation in coffee cooperatives.

2.8 Summary

From the Gender and Development theory and the empirical literature reviewed, it is evident that while numerous studies have explored women participation trends and the barriers they face, a critical gap remains in understanding the relationship between gender-based barriers, responsiveness of initiatives and their influence on women's participation in agricultural cooperatives. For instance, Ochan and Amanga (2019) examined gender barriers to women's empowerment in agricultural cooperatives in Ethiopia, identified challenges such as limited resource control, domestic violence and unequal labor distribution. These findings underscore structural obstacles but do not specifically connect them to gender responsive initiatives within cooperatives.

In terms of initiatives, the USAID (2020) gender analysis report in Kenya revealed that women are a key to poverty reduction and food security but face disempowerment in agriculture due to structural inequities. However, the study does not adequately address how gender responsive initiatives could mitigate these barriers. Additionally, Biswas et al. (2022) observed persistent leadership and decision-making challenges for women emphasizing the need for systemic change but leaving gaps in understanding the direct impact of gender responsive initiatives. Despite these contributions, current research has not comprehensively analyzed how gender responsive initiatives influence women's participation within the coffee cooperatives. This study aims to fill this gap by investigating the relationship between women's participation and the gender responsiveness of initiatives.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter outlines the research methodology that was applied for the study in order to achieve the research objectives. The chapter includes; the research philosophy, research design, study location, target population, sampling procedure and sample size, research instruments, pilot test, data collection procedures, data analysis and presentation and ethical considerations.

3.2 Research Design

Babbie (2016) defined a research design as a strategy for gathering, measuring and analyzing data. This study utilized a descriptive research design. This approach allowed the researcher to gather detailed information about variables of interest through both quantitative and qualitative data (McCombes, 2023). By employing descriptive research methods, the study intended to offer a clear and comprehensive portrayal of the subject matter and facilitate a deeper understanding of the nuances and patterns within the data collected. This design was particularly valuable for exploring and summarizing the complexities surrounding the research questions, contributing to a richer interpretation and discussion of findings (Creswell & Creswell 2018). The design enabled an in-depth examination of the gender responsiveness of initiatives by providing a thorough analysis that informed the implications for women's participation in coffee cooperatives in Kiambu County.

3.3 Location of the Study

Kiambu County, is one of the 47 counties in the Republic of Kenya, with a density of 990/km2 (KNBS, 2019) with an estimated population of 2,417,735 (1,187,146 men, 1,230,454 women and 135 intersex) and 796,241 households which are

predominantly made up of the Kikuyu ethnic group. It comprises 12 sub-counties and is positioned between longitudes 36° 31' and 37° 15' East and latitudes 0° 25' and 1° 20' south of the equator (Council of Governors, 2018). The County experiences a moderate climate due to its proximity to the equator. Kiambu County exhibits diverse topography with varying climates. Lower regions have a warm and dry climate, while higher altitude areas are cooler.

The County experiences well-distributed rainfall, with short rains from October through December and heavy rains from March through May, averaging 1200 millimeters yearly. Lari constituency houses the upper highland zone (1,800-2,550 meters), known for tea and dairy farming, while the lower highland zone (1,500-1,800 meters) includes Limuru, parts of Gatundu North and South, Githunguri and Kabete with similar agricultural activities. The upper midland zone (1,300-1,500 meters) encompasses Juja and other constituencies, featuring volcanic middle level uplands (Council of Governors, 2018). The lower midland zone (1,200-1,360 meters) covers Thika Town, Limuru and Kikuyu constituencies. Kiambu County's vegetation varies based on its topography and altitude.

The County has three main soil categories: volcanic footbridge soils, high-level upland soils and plateau soils and. High-level upland soils, found in fertile volcanic areas, support livestock and cash crops like tea, coffee and horticultural products. Volcanic footbridge soils are well-drained and suitable for cash crops, but some areas have poorly drained soils with limited agricultural potential, suitable for ranching and drought-resistant crops. Kiambu County is divided into sub-catchment areas, with well drained rivers including Nairobi River, Kamiti and Ruiru Rivers, Aberdare plateau and Chania River with its tributaries.

Kiambu County is among the 32 coffee-growing counties in Kenya, being the leading producer and earner of coffee. It is home to a diverse range of cooperatives of various sizes and operating structures. The study was done in Kiambu County due to its unique geographic, policy and socioeconomic contexts, which provide a rich setting for investigating how regional dynamics influenced gender roles, resource access and cooperative involvement. The County's varied landscape includes both highland and lowland areas offered diverse agricultural conditions. Additionally, Kiambu's proximity to Nairobi ensured a mix of rural (40%) and urban (60%) influences, impacting economic activities and social structures. This project strived to fill the research gap within this region, specifically focusing on gender dynamics, by providing insights that could inform policies and initiatives in Kiambu County. The County's significance in the coffee sector and its varied human geography made it an ideal location for this study.

3.4 Target Population

Rahi (2017) defined study population as the whole collection of elements or individuals from which one seeks to draw conclusions or make generalizations. The study population comprised of the registered coffee cooperatives in Kiambu County. According to the Kiambu County Government there are 22 Coffee Cooperative Societies with a membership of 56,200 where members are governed under the Kiambu County Coffee Growers Association (County Government of Kiambu, 2021). The study targeted 22 Chairpersons of Management Board, 22 Coffee Cooperative Managers, 12 Cooperative Officers and 56,200 Coffee Cooperative Members.

3.5 Sample Size and Sampling Procedures

Sampling is the practice of picking a subset of characters from an entire population that the study seeks to cover in order to operate as an exemplification of the complete population (Kothari, 2017). The coffee cooperatives and the respondents were selected using random sampling method. The study sampled 30 percent of the 22 coffee cooperatives, that is 7 coffee cooperatives which were randomly selected from three sub-counties; Githunguri, Gatundu South and Gatundu North which are the most growers of coffee and are regionally representative. The sample size was selected from each of the seven coffee cooperatives for the Chairpersons of Management Board and Coffee Cooperative Managers whereas the cooperative officers were selected from the three sub-counties, selected purposively as it enhanced quality and relevance of the study.

The sample size for members of coffee cooperative was selected using a formula that was developed by Krejcie and Morgan (1970);

$$S=\frac{X^2NP\ (1-P)}{D^2(N-1)+X^2P(1-P)}$$

Where S = sample size, N = population size, P = population proportion assumed to be 0.5, D = the degree of occurrence with the highest occurrence and X^2 =the table value of Chi-square for one degree of freedom. Using the formula where N=56,200 P= 0.5, D= 0.05 and X^2 = 3.841^2 gives: hence making the sample size 381 respondents.

Table 3.1: Sample Size

Respondents	Population	Sample	Sampling strategy
Members of Coffee Cooperatives	56,200	381	Simple random
Chairpersons of Management Board	22	7	Purposive
Managers of Coffee Cooperatives	22	7	Purposive
Cooperative Officers	12	3	Purposive
Total	**23,359**	**398**	

3.6 Research Instruments

Data was collected using questionnaires from Coffee Cooperative Members; in-depth interview from the Coffee Cooperative Managers and Chairpersons of Management Board; and key informant interviews from Cooperative Officers. The instruments were prepared in accordance to the research objectives.

3.6.1 Questionnaire

Bryman (2016) defined a questionnaire as a research instrument composed of a set of questions designed to collect data from participants. In this study, questionnaires were distributed to members of the Coffee Cooperative. This method was suitable due to its administrative benefits, including time and cost efficiency (Abawi, 2017). Additionally, the use of questionnaires ensured a high response rate with minimal bias by offering explanations and leveraging the advantages of personal interaction (Bhandari, 2023c). The questionnaire consisted of four sections; section A focusing on general information, section B on barriers to women participation in coffee cooperatives, section C on gender responsiveness of initiatives in coffee cooperatives and section D on trends in women participation in coffee cooperatives. The

researcher developed a closed-ended question for section A and C and a table that was used for section B and D refer to Appendix II.

3.6.2 In Depth Interviews

In depth interview is a qualitative research approach that entailed conducting individual, face-to-face interviews with participants in order to collect extensive information, thoughts and ideas on a given issue (Abawi, 2017). In depth interview was conducted one on one with Coffee Cooperative Managers and Chairpersons of Management Board, refer to Appendix III. In depth interviews were useful for gaining insights into the perspectives, experiences and decision-making processes of these key stakeholders concerning gender responsiveness of initiatives in coffee cooperatives (Rutledge & Hogg 2020). The questions for the interviews focused on the study objectives since the expertise of the respondent's added depth and credibility to the study as the interview had open ended items so as to solicit in-depth information.

3.6.3 Key Informant Interviews

Key Informant Interviews (KIIs) are a type of interview that focuses on those who have specific skill or knowledge about the subject under investigation (Bernard, 2018). Key informant interviews were conducted with Cooperative Officers, refer to Appendix IV. The KIIs provided expert insight, specialized knowledge and insider perspective (Bernard, 2018), as these individuals possessed specialized knowledge hence provided valuable insights and expertise related to gender responsiveness of initiatives in coffee cooperatives. The KIIs consisted of questions on the variables which elaborated the effectiveness of initiatives adopted by the coffee cooperatives in influencing women participation.

3.7 Pilot Testing

Pilot testing often precedes the data collection and causes familiarization with the data collection process and helps to amplify the validity and reliability of the data collecting methods (Majid et al., 2017). Pilot testing was used to determine whether the researcher should prepare to carry out the main study and to check whether the sample they had chosen was representative. The researcher conducted pilot testing in Kabete Sub-County in Kiambu County because it offered a smaller and more concentrated population and its accessibility made it suitable. The researcher selected 10 percent of the sample population for pilot testing, which is the lowest limit of cases necessary for conducting statistical analysis. This sample was excluded from the final study population. The primary aim of the pilot test was to allow the researcher to assess the reliability and validity of the data collection instruments.

3.7.1 Reliability

Reliability of the instrument can be shown when a research instrument after numerous trials by a researcher gets the same result in both instances (Sürücü & Maslakçi 2020). To demonstrate the reliability of the research instrument, the researcher adopted internal consistency reliability which assessed the consistency of responses across different items within the same instrument (DeVellis, 2017). This was done using split-half reliability, where the researcher split the 38-item questionnaire into two halves, each consisting of 19 items. The entire set of questions was administered to the respondents and their responses were collected.

For the quantitative component, the process began by randomly dividing the 38-item questionnaire into two equal halves. Subsequently to distribution of questionnaire to the respondents, the responses for each half were separately summed to create two sets of scores. The correlation between these two sets of scores was then calculated

to assess the consistency of responses between the two halves (Middleton, 2023). It showed a strong positive relationship. This split-half method provided an initial measure of reliability.

For the qualitative component, the same core questions were posed to two respondents. It was adapted by comparing consistent patterns regarding barriers to women's participation and gender responsiveness of initiatives. Further, inter-coder reliability was employed as two professionals independently coded the same interview transcripts and their coded data were compared for consistency. The level of agreement between the professionals served as a measure of the reliability of the qualitative data.

To ensure internal consistency, the Cronbach's alpha coefficient was computed. This coefficient assesses the degree to which all items in a test measure the same concept or construct, serving as a key indicator of scale reliability. A Cronbach's alpha value of 0.7 or above is considered to reflect acceptable reliability, with 1 indicating perfect consistency (DeVellis, 2017). The overall Cronbach's alpha coefficient for the study was 0.887, surpassing the 0.7 threshold, thus demonstrating strong internal consistency and reliability of the research instrument. These findings are detailed in Table 3.2 below:

Table 3.2: Reliability Statistics

	Cronbach's α
Barriers to Women Participation	0.864
Gender Responsiveness of Initiatives	0.846
Trends on Women Participation	0.950
Average	**0.887**

3.7.2 Validity

Sürücü and Maslakçi (2020) defined validity as the precision and significance of inferences drawn from research findings. The study took into account two categories of validity: content and face validity. Nikolopoulou (2023) defined content validity as the extent to which the sample test accurately reflects the subject matter for which the instrument is intended. Bhandari (2023d) defined face validity as the extent to which an instrument is deemed important in obtaining precise and significant data on the variables of interest.

To ensure content validity, my supervisors who are experienced researchers and professionals with extensive knowledge in gender studies and cooperative structures reviewed the research instruments. They were to evaluate the alignment of the research instruments with the intended subject matter to ensure that all relevant content areas were adequately covered. They provided feedback on the relevance, clarity and comprehensiveness of the questions and measures used. Based on their feedback, necessary revisions were made to enhance the alignment and accuracy of the instruments. This thorough review process confirmed the content validity, hence, ensuring the precision and significance of the research findings.

3.8 Data Collection Procedure

Bhandari (2023a) described data collection as the systematic process of gathering and analyzing information on specific variables to evaluate outcomes and address relevant questions. Before beginning data collection, the researcher obtained all necessary documentation, including approval from the board of postgraduate studies and a research permit from the National Commission for Science, Technology & Innovation. Both primary and secondary data were utilized. Primary data was gathered through interviews and questionnaires, which included both closed-ended

and open-ended questions. The questionnaires, containing both structured and closed-ended items, were distributed to respondents using a drop-and-pick method. Martins et al. (2018) defined secondary data as information gathered through articles, books, newspapers, the internet and magazines. Secondary data was gathered from government records, cooperative reports, gender focused reports, policy manuals and earlier studies on similar subjects.

3.9 Data Analysis and Presentation

Ibrahim (2015) defined data analysis as the intentional application of logical and/or statistical techniques to describe, summarize and assess data. Before analysis and presentation, the completed questionnaires were reviewed for accuracy and consistency. Following this, the data was coded, allowing responses to be categorized into different groups for further analysis. Quantitative data was analyzed using descriptive statistics such as frequency and percentage as it enabled the clear and straightforward display of data received from completed questionnaires (Bhandari, 2023c). Descriptive statistics also aided in organizing and categorizing data into multiple groups allowing the researcher to acquire useful insights into the dataset's patterns and trends making it easier to understand and disseminate the findings to a larger audience. Qualitative data was identified, analyzed and themes reported by the researcher for valuable insight as the researcher conducted thematic analysis using NVivo software. Qualitative data was analyzed qualitatively, quantitative data was quantitatively analyzed and both presented using tables, figures and narrative summaries.

3.10 Ethical Considerations

Before beginning the research procedure, the assent of the participants was obtained. Also, a prior representation of the activities had been provided to assist in grasping

the processes involved. Participants who wished to remain anonymous were given anonymity and secrecy. The participants were made aware that they could withdraw from the study at any time. A research permit was obtained from the National Council for Science and Technology under the Ministry of Education for the research. Additionally, an introduction letter from The Co-operative University of Kenya was provided to the management of the coffee cooperatives in the study area to secure authorization to do the research.

CHAPTER FOUR

DATA ANALYSIS, PRESENTATION AND INTERPRETATION

4.1 Introduction

This chapter presents findings and analysis of the study as set out in the research objectives and methodology. The study findings and interpretation were presented on the perception of respondents from Kiambu County on gender-based barriers to women participation, gender responsiveness of initiatives and their influence on women participation in coffee cooperatives.

4.2 Response Rate

A total of 381 questionnaires were distributed to coffee cooperative members. A total of 315 questionnaires were successfully completed indicating that over 82.6% of the questionnaires were returned and according to Sekaran and Bougie (2016), a response rate of 50% or higher is regarded as satisfactory, while a rate of 60% or above is deemed good and a rate of 70% or higher is considered exceptional. Hence, a return of 82.6% was exceptional and that provided a solid foundation for the research. The findings of the study from the data collected were analyzed using jamovi (version 2.3) organized and presented in tables and figures. The IDIs were done with 4 Chairpersons of Management Board and 6 Managers and the KIIs with 3 Cooperative Officer. The responses were represented in table 4.1.

Table 4.1: Response Rate

Questionnaires	Number of Respondents	Percent
Successfully completed	315	82.6%
Uncompleted	66	17.4%
Total	**381**	**100%**
IDIs		
Chairpersons of Management Board	4	
Cooperative Managers	6	
Total	**10**	
KIIs		
Cooperative Officer	3	
Total	**3**	

4.3 Demographic Information of the Respondents

The researcher endeavored to ascertain the demographic information of the respondents which contributed to understanding gender-based barriers and gender responsiveness of initiatives by addressing gender, age, education, marital status and monthly income, which correlate with women participation rates.

4.3.1 Gender of Respondents

The researcher endeavored to ascertain the distribution of respondents by gender. This was to understand the gender involvement in relation to the barriers and implemented initiatives and in turn ascertain how it influenced women participation. The results were portrayed in figure 4.1.

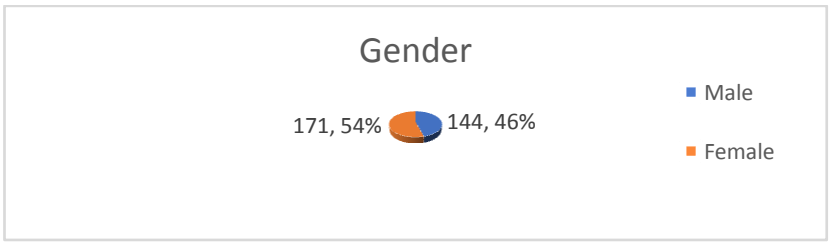

Figure 4.1: Gender of Respondents

Results showed that 144(46%) of respondents were male and (171)54% of respondents were female. The response implied that the gender representation in coffee cooperatives in Kiambu County was fairly distributed. The finding aligned closely with data from the U.S. Bureau of Labor Statistics (2023), labor force participation surveys which often revealed balanced gender distributions.

4.3.2 Age of Respondents

The researcher endeavored to ascertain the age distribution of respondents. Studying age composition could help to establish the active group that was affected by the barriers and the implemented initiatives and to ascertain how age disparity influenced women participation in coffee cooperatives. Members' age could determine to what extent the barriers affected them. The results were portrayed in figure 4.2

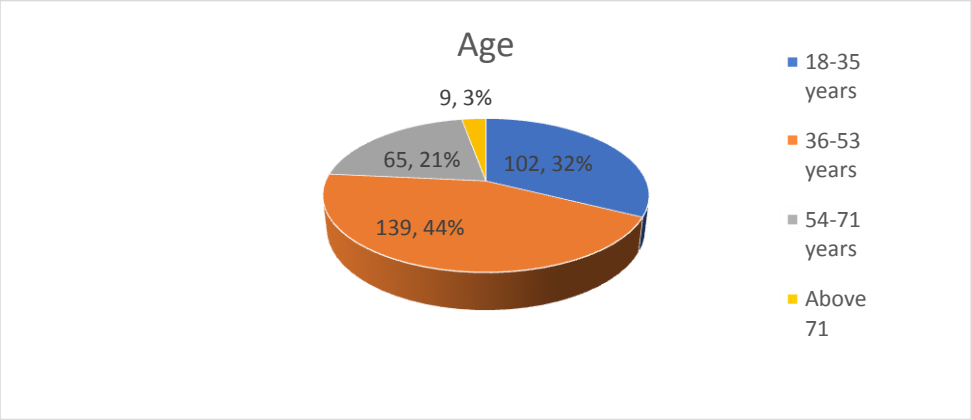

Figure 4.2: Age of Respondents

Results revealed that that majority of the respondents 139(44%) were in the age bracket of between 36 and 53 years while the smallest percentage of respondents 9(3%) were in the age brackets of 71 years and above. The result implied that despite middle aged people; those above the youth cutoff of 35, being highly involved in coffee cooperatives, the youth were also embracing coffee farming. A smaller proportion of respondents aged 71 and above was consistent with findings by the

National Health Statistics Reports (2023) that highlighted declining survey participation among older age groups due to health or mobility factors.

4.3.3 Level of Education of Respondents

The researcher endeavored to ascertain the level of education of respondents so that it can be ascertained how education level influenced women participation in coffee cooperatives. This was to ensure they were knowledgeable enough to comprehend the barriers and implemented initiatives. The results were portrayed in figure 4.3.

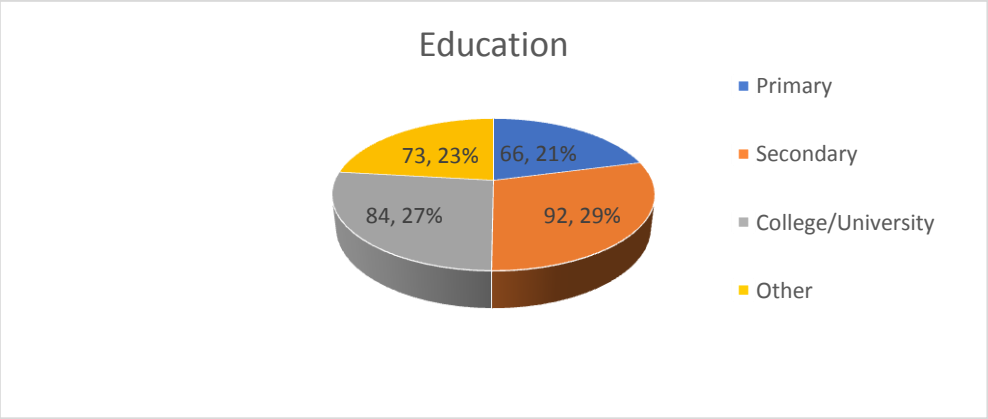

Figure 4.3: Level of Education of Respondents

Results revealed that majority of the respondents 92(29%) attended up to secondary while minority of the respondents 66(21%) attended up to primary school. The results implied that most of the coffee cooperative members were learned despite the difference in their levels of educations, hence had adequate knowledge and understanding about coffee cooperatives. The finding aligned with Nivorozhkin et al. (2021), in their regression analyses of education's role in socioeconomic outcomes that the majority of respondents attained secondary education while fewer achieved only primary education. They noted that this trend reflected general improvements in access to education over time but still acknowledged gaps at higher levels

4.3.4 Marital Status of Respondents

The researcher endeavored to ascertain the marital status of respondents so that it can be ascertained how marital status influenced women participation in coffee cooperatives. This ensured specific barriers and initiatives could be traced to what marital status a member had, since they had different impacts. The results were portrayed in figure 4.4.

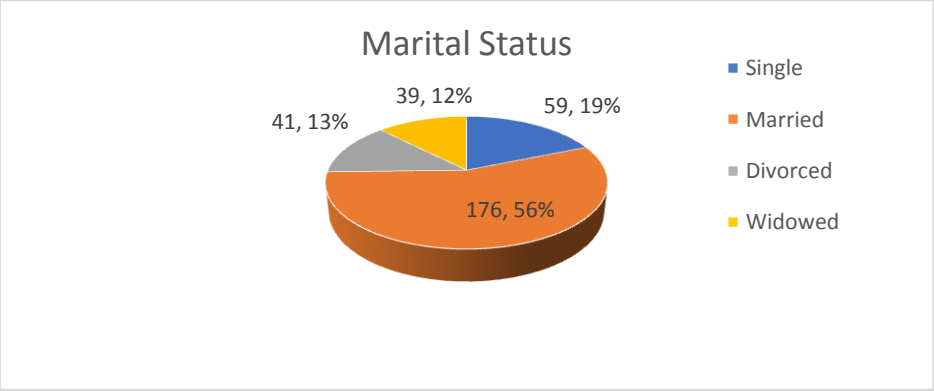

Figure 4.4: Marital Status of Respondents

Results implied that majority of the respondents 176(56%) were married while minority of the respondents 39(12%) were widowed. The results implied that the members who were still married were the most participants as they took advantage of the shared resources, followed by those who are single, divorced and then the widowed. Despite the widowed being the minority, such members had full control of the once shared resources. The finding aligned with Doss (2018) who suggested that married women were more likely to join cooperatives.

4.3.5 Monthly Household Income of Respondents

The researcher endeavored to ascertain the distribution of monthly household income of the respondents. This was to bring light on financial barriers and initiatives and their influence on women participation in coffee cooperatives. The results were portrayed in figure 4.5

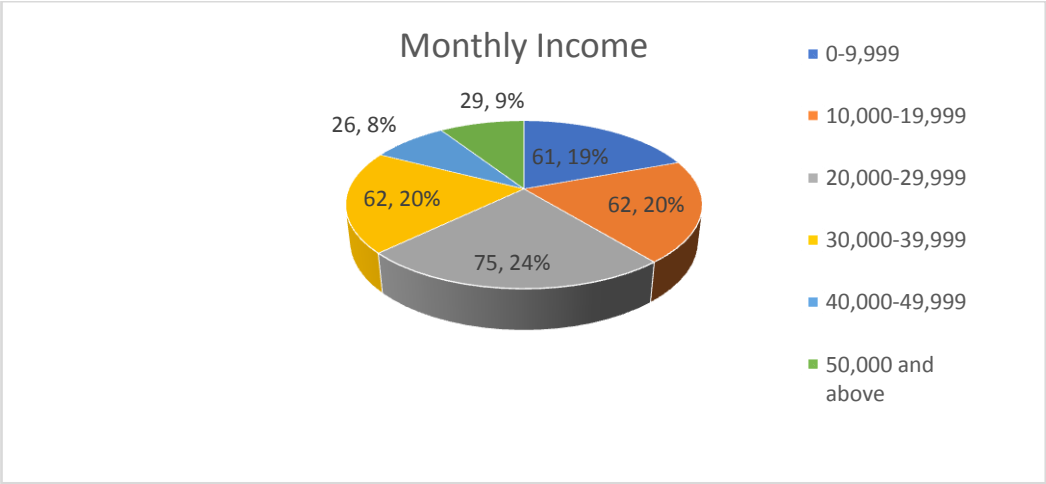

Figure 4.5: Monthly Household Income of Respondents

Results showed that majority of the respondents 75 (24%) earned between 20,000 and 29,999 whereas minority 26(8%) earned between 40,000 and 49,999. The results implied a mixture on the monthly household income, showing that most members earned low to moderate income which could hinder the operation of the family. Minority representation in higher-income categories, such as 40,000 to 49,999, matched a broader income disparity pattern reported in labor market (Bureau of Labor Statistics, 2023)

4.4 Barriers to Participation in Coffee Cooperatives in Kiambu County

The study endeavored to ascertain the perception of the respondents on the barriers to participation in coffee cooperatives. The respondents were asked to indicate either yes, no or don't know on whether the barriers hindered women participation in coffee cooperatives. The findings were represented in Table 4.2.

Table 4.2: Barriers to Participation in Coffee Cooperatives

STATEMENT	Yes (%)	No (%)	Don't Know (%)
Access to financial resources and credit facilities is a key factor hampering your participation in your coffee cooperative	205 (65.1)	89 (28.3)	21 (6.7)
Access to information on and about your coffee cooperative enhances your participation	201 (63.8)	82 (26.0)	32 (10.2)
Limited access to land has negatively influence your participation in coffee cooperative.	209 (66.3)	77 (24.4)	29 (9.2)
Limited access to farm inputs has negatively influenced your participation in coffee cooperative.	242 (76.8)	34 (10.8)	39 (12.4)
Obstacles in accessing training programs hinder your involvement in the coffee cooperative.	219 (69.5)	64 (20.3)	32 (10.2)
Often the time set for holding meetings in the coffee cooperative makes it impossible for you due to domestic chores.	189 (60.0)	104 (33.0)	22 (7.0)
Your underrepresentation in leadership positions within coffee cooperative diminishes your voice and influence.	196 (62.2)	96 (30.5)	23 (7.3)
Lack of recognition of your contributions to the coffee cooperative affects your willingness to engage in coffee cooperative activities.	233 (74.0)	63 (20.0)	19 (6.0)
The late payment of salary/wages has burdened you and discouraged you from involvement in coffee cooperatives.	224 (71.1)	65 (20.6)	26 (8.3)
Unequal distribution of labor responsibilities between genders at home impacts your availability for participation in the cooperative.	228 (72.4)	64 (20.3)	23 (7.3)
Unequal distribution of labor responsibilities between genders at the coffee cooperative impacts your participation in the cooperative.	196 (62.2)	106 (33.7)	13 (4.1)

As seen in table 4.2, for all the gender-based factors analyzed, more than half of the respondents indicated they affected women participation in coffee cooperatives. The factor on which the highest proportion of respondents indicated affected women

participation was limited access to farm inputs negatively influenced their participation. A total of242(76.8%) respondents indicated that limited access to farm inputs had negatively influenced their participation, suggesting that a large portion of cooperative members considered the availability of farm inputs as crucial to their ability to engage fully in cooperative activities. On the other hand, 34(10.8%) respondents reported that limited access to farm inputs did not negatively influence their participation, implying that these respondents either had sufficient access to the necessary inputs or did not view input availability as a major factor affecting their participation. Lastly, 39(12.4%) respondents were uncertain, indicating a lack of awareness or understanding of how access to inputs affected their engagement in the cooperatives.

In the In-Depth Interviews and Key Informant Interviews, many interviewees pointed to input access as a major barrier despite efforts to improve the situation. It was captured in an KII with County Cooperative Officer who stated;

> *Farm inputs and especially blended fertilizers were distributed to the coffee members. The challenge arises in the Sub-County or even the coffee cooperative itself in accessing the inputs due to reasons such as their unavailability. Hence, the cooperatives are trying through the government to access subsidies fertilizers to give to the members at a lower price.*

These insights echoed the quantitative findings that restricted access to inputs was a significant challenge despite internal initiatives aimed at improving access to farm inputs. This finding was consistent with a study by Rodgers and Akram-Lodhi (2019) which realized that reducing gender disparities in agricultural output required

granting women equal access to inputs, especially time-saving machinery and raising the return on these investments.

Analysis revealed lack of recognition of women contributions in cooperatives to be the second most important barrier to women participation in coffee cooperatives. Out of 315 respondents, 233 (74.0%) indicated that a lack of recognition for their contributions to the coffee cooperative affected their willingness to engage in cooperative activities, suggesting that most members felt their efforts were undervalued. Conversely, 63 (20.0%) respondents reported that the lack of recognition did not impact their willingness to engage, implying they were either satisfied with the recognition they received or motivated by factors beyond acknowledgment. Additionally, 19 (6.0%) respondents expressed uncertainty, indicating variability on perceptions or a lack of clarity on the issue.

In an IDIs, respondents consistently made statements that pointed to the importance of recognition and reward programs for fostering active engagement as captured in an IDI with Manager who stated;

> *Despite the contributions by women to the coffee cooperatives mostly in the farming activities of cherries, their efforts are not seen and this discourages them from participating in cooperative activities, especially since women are not involved in decision-making process in the coffee cooperatives.*

This finding indicated recognition to be an important factor for women participation as it was consistent with a study by Bilfield et al., (2020) which showed that women played a hidden role in the coffee industry as they participated more in the harvest and its aftermath, such as coffee's washing, de-pulping and drying yet these roles

were not acknowledged in the coffee organization's decision-making process. Also, women were not afforded much room or respect as they were forced to perform the most labor-intensive tasks around the house without pay or appreciation.

Analysis revealed unequal distribution of labor responsibilities between genders at home to be the third most important barrier to women participation in coffee cooperatives. Out of 315 respondents, 228(72.4%) respondents indicated that the unequal distribution of labor responsibilities between genders at home impacted their availability for participation, revealing that many members, faced challenges balancing domestic duties with cooperative involvement. On the other hand, 64(20.3%) respondents reported that unequal labor responsibilities at home did not impact their availability for participation, implying that these respondents either experienced a more balanced distribution of domestic tasks or had found ways to manage their responsibilities without affecting their cooperative participation. Lastly, 23(7.3%) respondents were uncertain, indicating variability in household dynamics or a lack of clarity on how domestic duties influenced their cooperative involvement.

In the In-Depth interviews, interviewees emphasized the need to address gender-related responsibilities at home since un-recognition of women's domestic burdens often limited their engagement. It was captured in an IDI with the Chairman of Management Board who stated;

> *Distribution of responsibilities at home has become a challenge and especially with the changes from one era to another. Previously women used to tackle the family needs but nowadays women are also striving to work in office related spaces. This in turn has made it difficult to handle home responsibilities and resulting in unequal labor distributions.*

The results indicated possible benefits from activities targeted at balancing domestic chores and emphasized the significance of addressing gender-related responsibilities at home to promote more equitable involvement and engagement within the cooperative. This finding was consistent with a study by Bilfield et al. (2020) that noted most participants expressed that women's contributions to the coffee industry had been invisible and often overlooked given their domestic responsibilities within the household. This was particularly true given the heavily dependent nature of small-scale coffee production on family involvement.

Analysis revealed obstacles in accessing training programs to be the fourth most important barrier to women participation in coffee cooperatives. Out of 315 respondents, 219 (69.5%) respondents indicated obstacles in accessing training programs hindered their involvement in the coffee cooperative. In contrast, 64 (20.3%) respondents reported that training access obstacles did not hinder their participation, implying that they either had sufficient access to training or did not see it as a critical factor. Additionally, 32 (10.2%) respondents were uncertain about the impact of training access barriers, reflecting a lack of awareness or variability in how training opportunities influenced their participation.

In the In-Depth interviews, interviewees frequently highlighted the importance of training for their effective participation in cooperatives. It was captured in an IDI with the Chairman of Management Board who stated;

> *The training programs are available in the coffee cooperatives and motivational programs have been implemented, but it's hard for women to take advantage of the training opportunities because of the time set for the trainings and the distance to the coffee cooperative.*

This showed the need for more accessible, inclusive training programs that address the specific challenges women face, such as location, timing and competing responsibilities. This finding was consistent with a study by Lebailly (n.d.) as it noted that access to training and capacity building was crucial for effective cooperative participation as trained members showed higher levels of engagement.

Limited access to land was found to be the fifth key barrier to women participation in coffee cooperatives. A total of 209 (66.3%) respondents, out of 315, indicated that limited access to land negatively affected their participation in the coffee cooperative, underscoring the critical role land ownership or access plays in cooperative involvement. This finding highlighted the challenges many members faced regarding land access, which hindered their full participation. On the other hand, 77 (24.4%) respondents reported that limited land access did not influence their participation, suggesting either sufficient access to land or the presence of other more significant factors. Lastly, 29 (9.2%) respondents were uncertain about the impact of land access on their participation, reflecting a lack of awareness or variability in how land issues were perceived.

In the In-Depth Interviews and Key Informant Interviews, many interviewees pointed to land access as a major barrier despite efforts to improve the situation. It was captured in a KII with County Cooperative Officer who stated;

> *I find that most women who don't have access to land are limited in coffee farming hence you find them joining or rejoining the coffee cooperative when they are widowed as they have full control of land. Also, women are involved in farming activities and that counts as having access to land despite it being family land.*

These insights reinforced the quantitative findings, demonstrating that land access remained a barrier to women's participation in coffee cooperatives. This finding was consistent with a study by Bekele (2016); Rokhani et al., (2021) which found that land tenure had a major impact on farmers' involvement in farmers' associations and overall agricultural productivity. Hence, there is a greater likelihood that a farmer would be involved in farm organizations when they have land tenure security.

Time for holding meetings in the coffee cooperative was found to be the least important factor in the participation of women in coffee cooperatives. Out of 315 respondents, a majority, 189 (60.0%), indicated that the timing of meetings in the coffee cooperative often made it impossible for them to attend due to domestic chores. This finding underscored the need for more flexible or convenient meeting times that would accommodate the domestic responsibilities of cooperative members, particularly women. In contrast, 104 (33.0%) respondents reported that meeting times did not interfere with their participation, suggesting they were able to manage household duties while attending scheduled meetings or did not view timing as a significant issue. Additionally, 22 (7.0%) respondents expressed uncertainty about the impact of meeting timing on their ability to participate, indicating variability in how domestic responsibilities affected their engagement or a lack of awareness of the issue. These showed the importance of flexible meeting times to increase participation rates, particularly for women who face the challenge of juggling domestic responsibilities with cooperative engagement. These findings were consistent with a study by Lyon et al., (2017) which showed that domestic chores often fell disproportionately on women, limiting their ability to attend meetings or engage in cooperative tasks.

4.5 Gender Responsiveness of Initiatives in Coffee Sector in Kiambu County

The study endeavored to ascertain the perception of the respondents on the initiatives implemented in coffee cooperatives in Kiambu County and to determine whether the initiatives are gender responsive. The respondents were asked to indicate either yes, no or don't know whether the implemented initiatives were gender responsive. The findings were represented in Table 4.3.

Table 4.3: Respondent Perception of Gender Responsiveness of Initiatives in Coffee Sector

Gender Responsiveness of Directive on Payment of Farmers	**Yes (%)**	**No (%)**	**Don't Know (%)**
Implementation of the directive for payment to farmers upon arrival of the harvest at coffee cooperative contributed to changes in cultural values/norms that negatively impact on women participation in coffee sector	124 (70.9)	45 (25.7)	6 (3.4)
Implementation of the directive for payment to farmers upon arrival of the harvest at coffee cooperative contributed to changes in power relations between men and women in coffee farming households	81 (46.3)	82 (46.9)	12 (6.9)
Implementation of the directive for payment to farmers upon arrival of the harvest at coffee cooperative enhanced participation and representation of women and men in all their diversity in the coffee sector?	158 (90.3)	10 (5.7)	7 (4.0)
Gender Responsiveness of Coffee bill, 2023	**Yes (%)**	**No (%)**	**Don't Know (%)**
Coffee bill, 2023 currently in parliament will contribute to changes in cultural values/norms that impact on women participation in coffee sector	68 (49.6)	62 (45.3)	7 (5.1)
Coffee bill, 2023 currently in parliament will contribute to changes in power relations between men and women in coffee farming households	81 (59.1)	9 (6.6)	47 (34.3)
Coffee bill, 2023 currently in parliament will enhance participation and representation of women and men in all their diversity in coffee sector	104 (75.9)	26 (19.0)	7 (5.1)

Gender Responsiveness of Single Licensing Policy	Yes (%)	No (%)	Don't Know (%)
Implementation of single licensing in the coffee cooperatives will contribute to changes in cultural values/norms that negatively impact on women participation in coffee sector	121 (78.6)	23 (14.9)	10 (6.5)
Implementation of single licensing in the coffee cooperative will contribute to changes in power relations between men and women in coffee farming households	121 (78.6)	29 (18.8)	4 (2.6)
Implementation of single licensing in the coffee will enhance participation and representation of women and men in all their diversity in coffee sector	125 (81.2)	18 (11.7)	11 (7.1)
Gender Responsiveness of Registration of Farmers' Union	**Yes (%)**	**No (%)**	**Don't Know (%)**
Registration of farmers' unions will contribute to changes in cultural values/norms that negatively impact on women participation in coffee sector	150 (84.7)	15 (8.5)	12 (6.8)
Registration of farmers' unions will contribute to changes in power relations between men and women in coffee farming households	101 (57.1)	61 (34.5)	15 (8.5)
Registration of farmer's unions will enhance participation and representation of women and men in all their diversity in coffee sector	143 (80.8)	19 (10.7)	15 (8.5)

As shown in table 4.3, the initiative which had the highest proportion of respondents indicating it could contribute to changes in cultural values/norms that negatively impacts on women participation was registration of farmers' unions. A total of 150(84.7) respondents indicated the initiative would contribute to changes in norms. On the other hand, the initiative which had the lowest proportion of respondents indicating it could contribute to changes in norms that negatively impact women participation was the coffee bill, 2023 with 68(49.6%) respondents. It is however, not clear why respondents would perceive registration of farmers' union to change the cultural norms that negatively impact on women participation in the coffee cooperatives. Qualitative data from the IDIs and KIIs echoed these findings, with the

interviewees emphasizing the changes in cultural values/norms. It was captured in an KII with County Cooperative Officer who stated;

> *I believe that registering farmers' unions can create a platform for women to voice their concerns. If women can organize and represent themselves, it can shift their perceptions about their roles in cooperatives. And with a shift of the perception of their roles, they can tackle traditional gender roles and norms.*

On perception of initiatives to contribute to changes in power relations between men and women in coffee farming households, Directive for Payment of Farmers 81 (46.3%); Coffee bill, 2023- 81(59.1%); Single Licensing Policy-121 (78.6%); Registration of Farmers' Union 101(57.1%). The initiative which the highest proportion of respondents indicated to contribute to changes in power relations between men and women in coffee farming households was single licensing policy. The initiative, which had the lowest proportion of respondents was the directive for payment of farmers indicating lowest contribution of the initiative.

Qualitative data from the IDIs and KIIs echoed these findings, with the interviewees emphasizing the changes in power. It was captured in an IDI with Chairman of Management Board who stated;

> *I believe with the adoption of single licensing policy such as milling, bulking and processing, women can focus on their expert areas in the coffee cooperatives hence negotiate better deals and contribute to household income, changing how power is distributed at their households.*

On perception of initiatives to enhance participation and representation of women and men in all their diversity in coffee sector, Directive for Payment of Farmers 158 (90.3%); Coffee bill, 2023- 104(75.9%); Single Licensing Policy-125(81.2%); Registration of Farmers' Unions 143(80.8%). The initiative which the highest proportion of respondents indicated to enhance participation and representation of women and men in all their diversity in coffee sector was directive for payment of farmers. The initiative, which had the lowest proportion of respondents, was the Coffee bill, 2023 indicating lowest awareness on the initiative.

Qualitative data from the IDIs and KIIs echoed these findings, with the interviewees emphasizing the participation and representation of women and men in all their diversity in coffee sector. It was captured in an IDI with Manager who stated;

> *I find the directive for payment of farmers upon delivery of coffee empowering as most financial constraints can be avoided and participation of women increased in the coffee cooperatives. Our coffee cooperative so far has tried to adhere to the initiative by giving advances to the members in about one weeks' time.*

The findings showed that: -Registration of Farmers' Unions was leading in contributing to changes in cultural values/norms that negatively impact on women participation., Single Licensing Policy leading in to contribute to changes in power relations between men and women in coffee farming households; and Directive for Payment of Farmers leading on enhancing participation and representation of women and men in all their diversity in coffee sector highlighted a mixture of optimism and skepticism regarding these initiatives. While there is a strong belief in their potential to effect change, especially regarding the Registration of Farmers' Unions and the

Directive for Payment of Farmers, there are also concerns about awareness and understanding of the initiatives, particularly the Coffee bill, 2023 and its implications for cultural norms and enhancing participation and representation of women and men in all their diversity in coffee sector.

The study undertook a comparison of respondents' perception on the potential of the initiatives in contributing to responsiveness in the coffee cooperative sector. The results were summarized in table 4.4.

Table 4.4: Perception of Initiatives in Contributing to Different Aspects of Gender Responsiveness in Coffee Sector

Statements	Payment directive	Coffee bill, 2023	Single Licensing	Registration of Farmers Union
Potential of initiative contributing to changes in cultural values/norms that impact on women participation in coffee sector	124 (70.9)	68 (49.6)	121 (78.6)	150 (84.7)
Potential of initiative contributing to changes in power relations between men and women in coffee farming households	81 (46.3)	81 (59.1)	121 (78.6)	101 (57.1)
Potential of initiative enhancing participation and representation of women and men in all their diversity in the coffee sector	158 (90.3)	104 (75.9)	125 (81.2)	143 (80.8)

As shown in table 4.4, Overall, the Coffee bill, 2023 was found to have the lowest contributed to changes in cultural values/norms that negatively impact on women. Analysis revealed that less than half of the respondents 49.6% indicated that Coffee bill, 2023 would contribute to changes in cultural values/norms that negatively impact on women. Further, of the three initiatives considered, Coffee bill, 2023 had lower proportion of respondents indicating the initiative would enhance participation and representation of women and men in all their diversity in the coffee cooperatives.

The 75.9% respondents who indicated that the Coffee bill, 2023 would enhance participation and representation of women and men in all their diversity in the coffee cooperatives was lower that of Payment directive (90.3), Single Licensing (81.2) and registration of farmer's union ((80.8). This was interpreted to imply that the bill was perceived to contribute least to gender responsiveness that would open space for women participation in coffee cooperatives in Kiambu County. This finding is consistent with a study by Kariuki and Karanja (2019) that found that while laws promoting women's participation were in place, cultural norms and limited dissemination at the grassroots level hampered their effectiveness. It emphasized that legal frameworks alone were insufficient to transform gender relations unless they were supported by concerted efforts to raise awareness and challenge societal norms.

Additionally, the Directive for Payment of Farmers initiative had the second lowest proportion of respondents indicating that the directive for payment to farmers upon arrival of the harvest at coffee cooperative would contribute to changes in power relations between men and women in coffee sector. Analysis revealed that more than half of the respondents 70.9% indicated that policy would contribute to changes in cultural values/norms that negatively impact on women. On the directive it showed that least proportion of 46.3% perceived the power changes in coffee sector whereas the highest proportion of 90.3% showed that the initiative enhanced participation and representation of women and men in all their diversity in the coffee cooperatives.

This was interpreted to imply that the directive was perceived to contribute second least to gender responsiveness that would open space for women participation in coffee cooperatives in Kiambu County. This finding is consistent with a study by Trejo-Pech et al., (2023) which showed that sometimes farmers chose not to join

cooperatives since they were unable to fully compensate them during harvest and coffee collection seasons. Hence, although the directive addresses the timing of payments to farmers, it does not significantly shift power relations but plays a critical role in promoting participation and inclusion in coffee cooperatives in Kiambu County. It was thought that when cooperatives were unable to pay farmers on time, farmers were more likely to experience cash flow problems and require outside funding in order to meet their basic needs.

The registration of farmers' union had the highest proportion of respondents indicating that the policy would contribute to changes in power relations between men and women in coffee farming. Analysis revealed that more than half of the respondents (84.7%) indicated that policy would contribute to changes in cultural values/norms that negatively impact on women. On the registration it had the second lowest proportion of 57.1% on power changes and also second least proportion of 80.8% on enhancing participation and representation of women and men in all their diversity in the coffee cooperatives. This was interpreted to imply that the policy was perceived to contribute the highest to gender responsiveness that would open space for women participation in coffee cooperatives in Kiambu County.

These findings were consistent with a study by the Ministry of Agriculture, Livestock, Fisheries and Cooperatives (2020), which showed concern for the registration of farmers' unions as they helped farmers overcome limitations, they might face individually by providing a united front for negotiations and market access. The research highlighted the role of registration in opening up spaces for women's participation in coffee cooperatives in Kiambu County, aligned with the

ministry's observations that effective governance and unity among cooperatives are essential for long-term success.

4.6 Trends of Women Participation in Coffee Cooperatives in Kiambu County

The study endeavored to ascertain the perception of the respondents on the trends of women participation in coffee cooperatives in Kiambu County. The respondents were asked to indicate either yes, no or don't know on whether they agreed with the statements on trends of women participation in coffee cooperatives. The findings were represented in Table 4.5.

Table 4.5: Trends of Women Participation in Coffee Cooperatives

STATEMENT	Yes (%)	No (%)	Don't Know (%)
There is an increase in involvement of women in decision-making roles in your coffee cooperative over the last two years	165 (52.4)	109 (34.6)	41 (13.0)
There is an upward shift in the number of women who join your coffee cooperative over the last two years.	220 (69.8)	31 (9.8)	64 (20.3)
There has been an increase in women's access of information in your cooperative over the past few years	117 (37.1)	133 (42.2)	65 (20.6)
The number of women who attend annual general meetings in your coffee cooperative has increased in over the last two years	185 (58.7)	96 (30.5)	34 (10.8)
There is an increase in the number of women who attend education forums in your coffee cooperative over the last two years.	151 (47.9)	97 (30.8)	67 (21.3)
There has been an increase in the number of women who deliver coffee to your coffee cooperative over the last two years.	156 (49.5)	125 (39.7)	34 (10.8)
There is a noticeable shift towards increased leadership roles for women in your coffee cooperative over the last two years.	159 (50.5)	91 (28.9)	65 (20.6)
Opportunities for women's training in your coffee cooperative have increased over the last two years	156 (49.5)	118 (37.5)	41 (13.0)
The voice of women is being heard in the coffee cooperative over the last two years.	135 (42.9)	148 (47.0)	32 (10.2)
There is a narrowing gender gap in access to resources within your coffee cooperative over the last two years.	121 (38.4)	158 (50.2)	36 (11.4)

As seen in table 4.5, for all the trends in women participation factors analyzed, most of the respondents indicated an upward shift in women participation in coffee cooperatives. The factor on which the highest proportion of respondents indicated an increase in women participation was the number of women who had joined the coffee cooperative over the last two years. A total of 220(69.8%) respondents indicated that there had been an upward shift in the number of women who had joined the coffee cooperative, suggesting that many members had observed an increase in women participation that potentially reflected efforts to attract and include more women in cooperative activities. Additionally, 31(9.8%) respondents reported that there had not been an upward shift, revealing that these respondents perceived stability or a decline in women membership. Lastly, 64(20.3%) respondents were uncertain, indicating lack of awareness or clarity among members regarding recent trends in membership dynamics.

In an IDIs, respondents consistently made statements that pointed to the increase in the number of women joining the coffee cooperatives as captured in an IDI with Chairperson of Management Board who stated;

> *Most women who were members of the coffee cooperative had access to land and especially family land that was under the management of their husbands. Regardless, most women who were rejoining the coffee cooperative are the ones who have lost their husbands as they have full control of the land.*

The findings emphasized that continued efforts to attract and retain women members could enhance gender inclusivity within the cooperative. This finding was consistent with a study by Dohmwirth and Liu (2020) which concluded that mixed-gender cooperatives and women-only cooperatives were equally effective at empowering

women. But most women were more likely to be able to access women-only cooperatives because they had less access to mixed-gender cooperatives.

Analysis revealed an increase in the involvement of women in decision-making roles within the coffee cooperative over the last two years to be the second most of trends. Out of 315 respondents**,** 165(52.4%) respondents indicated that there had been an increase in the involvement of women in decision-making roles, implying that many members had observed positive changes towards greater gender inclusivity in leadership and decision-making processes. In addition, 109(34.6%) respondents reported that there had not been an increase, implying that these respondents perceived limited progress or no change in promoting gender equity. Lastly, 41(13.0%) respondents were uncertain, indicating a lack of awareness or clarity among members regarding recent developments in leadership dynamics.

In an IDIs, respondents consistently made statements that didn't pointed to the increase in the involvement of women in decision-making roles within the coffee cooperative as captured in an IDI with Chairperson of Management Board who stated;

> *As a coffee cooperative, we appreciate the role of women but in terms of decision making, the participation is still not there. Women are often held up with home and family chores that hinder them in leadership roles that in turn will need them to be involved in decision making. Additionally, most women don't take the initiative for such positions.*

These findings showed that addressing barriers and promoting opportunities for women's leadership could enhance gender equity within the coffee cooperative. The finding was inconsistent with a study by Hamid (2021) that showed that women

continued to have less authority than males do, even if they are heavily involved in agriculture and decision-making.

Analysis revealed that a noticeable shift towards increased leadership roles for women in the coffee cooperative over the last two years was the third most of trends. A total of 159(50.5%) respondents indicated that there had been a noticeable shift towards increased leadership roles for women in the coffee cooperative, implying that many members had observed progress aimed at promoting women into leadership positions within the cooperative. On the other hand, 91(28.9%) respondents reported that there had not been a noticeable shift towards increased leadership roles for women, implying that these respondents perceived limited progress or no change in efforts to enhance gender equity in leadership within the cooperative. Lastly, 65(20.6%) respondents were uncertain, showing a lack of awareness or clarity among members regarding recent developments in leadership dynamics.

IDIs and KIIs data emphasized the importance of increased leadership roles for women as captured in an IDI with manager who stated;

> *I have witnessed in our coffee cooperative, the arrangement of trainings that are meant to increase our member's skills and knowledge so as to trigger women to take leadership roles. These trainings have empowered some but their full potential has not yet been realized.*

The findings highlighted that continued efforts to promote and support women's leadership within the cooperative could enhance gender inclusivity and representation in decision-making processes. The findings aligned with a study by Lebailly (n.d.) that showed that society acknowledged women, they received training

on women's empowerment and were urged to engage in their cooperative's decision-making processes.

An increase in the number of women who attended education forums in the coffee cooperative over the last two years was the fourth most of trends. A total of 151(47.9%) respondents indicated that there had been an increase in the number of women who attended education forums in the coffee cooperative over the last two years, showing that many members had observed greater women participation in educational activities and forums organized by the cooperative hence potentially reflecting efforts to enhance women's knowledge and skills. On the other hand, 97(30.8%) respondents reported that there had not been an increase implying that these respondents perceived stability or a decline in women participation in educational events despite efforts to promote attendance. Lastly, 67(21.3%) respondents were uncertain, indicating a lack of awareness or limited information among members regarding recent trends in participation.

In-depth interview data supported the view that education was crucial for empowering women within cooperatives as shown with the manager who stated;

> *Training goes hand in hand with education. As long as there is training in the coffee cooperative, an education will be acquired. Through our training programs, women have been motivated to participate in educational forum as they receive benefits such as first hand and timely information of the cooperative's activities and planned events.*

The findings showed that continued efforts to promote and facilitate women's participation in educational activities could contribute to enhancing knowledge and empowerment within the cooperative. These findings were consistent with a study by

Velásquez-Rodríguez and Payán-Durán (2021) showing that farmers that possessed education were likely to be more aware of the advantages of belonging to a coffee cooperative and so have a favorable correlation with membership in the organization.

Analysis revealed that the voice of women was being heard in the coffee cooperative over the last two years was the fifth trend. Out of 315 respondents, 135(42.9%) respondents indicated that they believed the voice of women was being heard in the coffee cooperative, implying that some members perceived progress or efforts towards greater inclusion and recognition of women's perspectives within cooperative decision-making processes. Additionally, 148(47.0%) respondents reported that they did not believe the voice of women was being heard, implying that these respondents perceived barriers that continue to limit the effective participation and influence of women in cooperative governance and activities. Lastly, 32(10.2%) respondents were uncertain, indicating lack of clarity or awareness among members regarding recent changes or initiatives aimed at promoting gender inclusivity.

IDIs and KIIs data revealed ongoing challenges that amplified women's voices hence as indicated in interview with KII by cooperative officer who stated;

> *My observation throughout this Sub-County, I have seen most coffee cooperative member increase and especially in women. This observation may not necessarily indicate that their voice is being heard in the coffee cooperative but it sure shows there is potential in numbers.*

Despite the findings they were inconsistent with a study by Suharno (2020); Manu et al. (2021) that showed that women were now actively participating in cooperative meetings as well as village gatherings and were given a voice and women held

positions of power in cooperative societies and were able to negotiate and effect change as their opinions were taken into consideration and acknowledged.

An increase in women's access to information in the cooperative over the past few years was the least trend. A total of 117(37.1%) respondents indicated that there had been an increase in women's access to information, showing that some members perceived improvements in providing information to women a potential at enhancing their engagement and participation. Additionally, 133(42.2%) respondents reported that there had not been an increase in women's access to information, suggesting that these respondents did not perceive significant changes or improvements in how information was made accessible to women within the cooperative. Lastly, 65(20.6%) respondents were uncertain, indicating lack of awareness or clarity among members regarding recent efforts aimed at improving information access for women. These findings emphasized that addressing barriers to information access could potentially improve engagement and inclusivity. The findings were consistent with a study by Tsige et al. (2020) that revealed that cultural norms prevented women from speaking with males while their spouses were not around, which further prevented them from using resources. Hence, women's' movement were limited and in turn it limited their access to information.

CHAPTER FIVE

DISCUSSIONS OF FINDINGS, CONCLUSION AND RECOMMENDATION

5.1 Introduction

This chapter presented discussions of the study findings as per the study objective, conclusions based on those findings and recommendations that were based on both the study findings and other relevant literature considered necessary and vital to be used in future to improve the study situation.

5.2 Discussion of findings

Among the sustainable development goals in Kenya, gender equality is one of them and in terms of coffee; Kiambu County is a leading grower. But despite the cooperative's involvement in trying to promote gender equality, the gap in women participation is visible and even more women are mostly involved in farm work but when it comes to leadership positions, they are highly excluded. Therefore, tackling the barriers to women's leadership and decision-making inside coffee cooperatives is critical not only for gender equality, but also for the general viability and sustainability of these cooperatives.

The purpose of the study was to determine gender-based barriers to women participation, gender responsiveness of initiatives and their influence on women participation in coffee cooperatives in Kiambu County. The study's specific objectives were; to identify the gender-based barriers to women participation in coffee cooperatives in Kiambu County, to evaluate gender responsiveness of initiatives in the coffee sector in Kiambu County and to examine trends in women participation in coffee cooperatives in Kiambu County. The summary of major findings was carried out as per each of the study objective as presented below.

5.2.1 Gender-Based Barrier to Women Participation in Coffee Cooperatives

The study's first objective was to identify the gender-based barriers to women participation in coffee cooperatives. The findings revealed several significant challenges that members of coffee cooperatives faced, particularly concerning access to financial resources, land and farm inputs. A limited access to these essential resources severely hindered women's ability to participate fully in cooperative activities, with financial constraints and inadequate farm inputs emerging as major barriers. Additionally, difficulties in accessing training programs further limited members' participation, unequal distribution of labor both at home and within the cooperative and the timing of meetings often conflicted with domestic responsibilities. Furthermore, the underrepresentation of women in leadership positions diminished their influence within the cooperatives, while the lack of recognition for their contributions led to decreased motivation and engagement.

These findings aligned with the results of a study by Ochan and Amanga (2019), which examined gender barriers that limited women's empowerment in agricultural cooperatives in Gog District. The study identified several barriers, such as limited control over resources like personal income, gender-based domestic violence, unequal division of labor, marital and dowry practices, limited decision-making authority within households, insufficient access to training, restricted market access and minimal participation in leadership roles within cooperatives. There was an overlap between these findings and those from my study, particularly regarding financial resource limitations, division of labor, obstacles in accessing training programs and underrepresentation of women in leadership, underscored the pervasive nature of these challenges across different contexts. This signified the need

for targeted interventions to address these barriers, promote gender equity and enhance overall participation in coffee cooperatives.

On the other hand, a study by Howland et al. (2021) explored barriers to gender integration in agriculture, climate change, food security and nutrition policies in Guatemala and Honduras. This study identified various solutions to address inadequate gender mainstreaming, including generating local evidence on women's roles and contributions in agriculture, implementing national and local training and awareness programs for civil servants and the broader community, enhancing the legal framework concerning gender, increasing financial support for civil society and addressing the unintended gender consequences of policies and practices. These recommendations were particularly relevant to my study as they suggested actionable steps that could be taken to mitigate gender-based barriers in coffee cooperatives. The emphasis on training, financial support and the recognition of women's contributions aligned with my findings and provided a roadmap for addressing the identified challenges.

The convergence of my findings with those from Ochan and Amanga (2019) and Howland et al. (2021) highlighted the widespread and entrenched nature of gender-based barriers in agricultural cooperatives. They indicated the alignment that these challenges were not isolated but rather part of a broader pattern of gender inequality in agricultural cooperatives. The significance of my results lied in the identification of specific challenges faced by women in coffee cooperatives, which not only hindered their participation but also limited the overall effectiveness of these cooperatives. Hence, by addressing these barriers through targeted interventions such as improving access to financial resources, providing tailored training programs and

promoting gender equity in leadership, cooperatives could create a more inclusive environment where women could fully participate and contribute to the success of the collective.

5.2.2 Gender Responsiveness of Initiatives in Coffee Cooperatives

The study's second objective was to evaluate gender responsiveness of initiatives in the coffee sector in Kiambu County. The findings from the various initiatives revealed a range of effects on gender dynamics and sector participation within the coffee industry. One of the key initiatives was the directive for payment to farmers upon harvest. This directive had a significant impact on cultural norms and women's participation in coffee cooperatives. The majority of respondents reported improvements in cultural values, suggesting that timely payment practices contributed to better gender equity. Similar findings had been observed where timely payments had been linked to increased financial independence and participation of women in agricultural cooperatives (Mwangi & Maina, 2020). However, the directive's impact on household power relations was less clear, with responses divided between those who observed positive changes and those who did not. Despite this, the directive was largely perceived as enhancing gender diversity within the sector, highlighting its potential to support more inclusive representation.

In contrast, the coffee bill, 2023 currently in parliament had limited visibility among respondents, with a substantial portion being unaware of its contents. This was reflective of a broader trend in which legislative changes often lacked sufficient dissemination at the grassroots level, as noted by Kariuki and Karanja (2019). Among those who were informed, the bill was anticipated to positively influence cultural norms and power relations within coffee farming households. The expected

benefits of the bill in promoting gender diversity and enhancing sector participation were acknowledged, but the overall effectiveness depended on broader awareness and implementation of its provisions. This aligned with the findings of Howland et al. (2021), who emphasized the importance of local-level sensitization and training to ensure the success of gender-related policies in agricultural settings.

The implementation of the single licensing policy also showed promising results. This policy positively impacted cultural values related to women's participation and was associated with improved power dynamics within households. According to Njoroge (2022), such policy changes could help to break down traditional barriers and promote more equitable participation in agricultural sectors. The single licensing policy contributed to increased gender diversity in the coffee sector, reflecting its role in fostering a more inclusive environment. Similarly, the adoption of farmers' unions had a substantial effect, leading to notable improvements in both cultural norms and power relations and enhancing overall representation and participation across genders. This finding was consistent with a study that had shown the role of collective action in improving gender outcomes in agricultural cooperatives (Kamau & Njuguna, 2021).

Overall, the findings illustrated that while progress had been made in various areas, the effectiveness of these initiatives varied. Hence, continued efforts were needed to ensure that the benefits of these initiatives were fully realized. The study emphasized the importance of not only implementing gender responsive policies but also ensuring that they were widely understood and effectively applied across all levels of the coffee sector. The mixed responses to these initiatives underscored the need for

ongoing monitoring and adaptation to address the persistent challenges and barriers faced by women in the coffee industry.

5.2.3 Trends to Women Participation in Coffee Cooperatives

The study's third objectives on the trends to women participation in coffee cooperatives in Kiambu County. The findings revealed a generally positive trend towards increased gender inclusivity, with numerous respondents acknowledging progress in areas such as decision-making roles, cooperative participation and attendance at educational forums and meetings. This aligned with broader trends observed in other studies on gender inclusivity in cooperatives, which often highlight incremental improvements in women's involvement. For instance, a study by Hansen and Asmild (2023) on women's participation on the boards of farmer-owned cooperatives in Denmark found that while overall cooperative membership was declining, the representation of women, although still limited, was slowly increasing.

However, the progress observed in our study was not uniformly recognized by all respondents. While some participants noted significant improvements, others felt that these changes had not been fully realized or were not as impactful as expected. This discrepancy suggested that, although there had been an overall improvement in women's participation, significant barriers and challenges remained. These barriers could include socio-cultural norms, unequal access to resources and persistent gender biases that continue to limit women's full participation in cooperatives. This was consistent with the findings of Aazami et al. (2019), who noted that women's involvement in intra-household decision-making, although beneficial in reducing the gender gap, could be hindered by unbalanced bargaining power within households, ultimately affecting their participation in cooperative activities.

Despite the positive trends observed, the findings also highlighted areas where progress had been slow or uneven, particularly in ensuring that women's voices are heard and that they have equal access to resources within cooperatives. Many respondents felt that women’s perspectives were still not adequately recognized and there was a noticeable perception of persistent gender disparities in resource access. This observation was in line with the study by Hansen and Asmild (2023), which found that despite an increase in the number of women joining cooperatives, very few women held leadership positions on the boards of farmer-owned cooperatives. This suggested that while there may be an increase in overall membership, true gender parity, especially in leadership roles remained elusive.

The findings also indicated that training and educational initiatives were crucial in enhancing women’s participation in cooperatives. This was supported by the study conducted by Joshua and Bashir (2020) on the participation of women in agricultural cooperatives in Zaria and Kaduna State. Their study revealed that one of the main challenges faced by women in these cooperatives was a low level of education, which hindered their ability to fully engage in and benefit from cooperative activities. They emphasized the need for cooperatives to organize adult education programs, seminars and workshops to boost members' education and entrepreneurial skills. Similarly, Mahlaba et al. (2022) highlighted the importance of continuous support from both public and private sectors in the form of financial assistance, training and seminars to empower women in cooperatives and contribute to job creation and poverty alleviation. These findings were consistent with my study, which underscored the importance of education and training as pivotal factors in enhancing women's participation in cooperatives.

The responses from the study indicated the ongoing challenges in achieving true gender inclusivity within cooperatives and while there had been notable advancements, the uneven progress suggested that they were still deep-rooted barriers that needed to be addressed. The significance of my findings lied in the identification of specific areas where efforts need to be intensified, particularly in addressing the socio-cultural and structural barriers that continued to limit women's participation. By doing so, cooperatives could create more inclusive environments. Hence, it was suggested that ongoing efforts were required to ensure that women's voices were heard, their contributions were recognized and they had equal access to resources and opportunities within cooperatives.

5.3 Conclusions

The study was guided by three key research questions. The first question sought to identify the gender-based barriers to women's participation in coffee cooperatives in Kiambu County. The findings revealed that respondents were well aware of the persistent barriers that continued to hinder women's participation, despite ongoing efforts to address them. These barriers included limited access to farm inputs and land, unequal distribution of labor and the underrepresentation of women in leadership positions within the cooperatives. The study concluded that addressing these gender-based barriers through targeted interventions such as creating training programs tailored to women's specific needs was crucial for enhancing women's participation and ultimately achieving gender equality in coffee cooperatives.

The second research question focused on the gender responsiveness of initiatives within the coffee cooperatives in Kiambu County. The study found that the majority of respondents were aware of the gender responsive measures and were actively

embracing these initiatives. It was revealed that the Coffee bill, 2023 had the lowest proportion of perceived effectiveness among the various initiatives assessed. Despite its potential to promote gender diversity and participation, there remained a notable lack of awareness and understanding of the Coffee bill, 2023 among stakeholders. This gap in knowledge suggested that, without targeted efforts to educate and engage the community, the Coffee bill, 2023 could fall short in fostering the necessary cultural and structural changes to enhance women's participation in coffee cooperatives. Hence, improving awareness and understanding of this legislation is crucial to unlocking its potential benefits and facilitating gender responsiveness within the coffee sector.

The third question examined whether the initiatives in the coffee sector had led to increased women's participation in coffee cooperatives in Kiambu County. The study found that there had been positive progress in women's participation over the past two years, although there remained room for improvement, especially in membership, decision-making and leadership representation. The study concluded that the existing initiatives had positively influenced women's participation. Hence, continued efforts to eliminate remaining barriers and implement gender responsive initiatives were necessary to further increase women's participation in coffee cooperatives.

5.4 Recommendations

The study was guided by the study objectives. The first objective of this study was to identify the gender-based barriers to women's participation in coffee cooperatives in Kiambu County. The key finding was that respondents were aware of the persistent barriers that continued to hinder women's full participation, despite measures aimed

at addressing these challenges. The study concluded that there was need for more targeted interventions to effectively tackle these gender-based barriers. Therefore, the study recommended that further investigation be conducted to uncover the underlying causes of these barriers. This entailed carrying out thorough evaluations to pinpoint the fundamental issues that prevented women from fully participating in cooperatives. With a detailed understanding of these constraints, cooperatives could develop and implement focused initiatives designed to remove these barriers. Such interventions could include more inclusive policies that specifically support and enable women's participation in coffee cooperatives.

The second objective of the study was to evaluate the gender responsiveness of initiatives in the coffee sector in Kiambu County. The study found that the initiatives implemented were generally gender responsive and most showed potential for long-term impact on gender equity. The study concluded that while these initiatives were effective, there was a need for more intentional efforts to challenge gender biases and promote cultural reforms within the coffee industry. Based on these findings, the study recommended that the coffee industry should take deliberate steps to address gender stereotypes and cultural norms and especially through revising the Coffee bill, 2023 to include gender responsiveness provisions, to position it a vital tool for facilitating gender responsiveness and enhancing women’s participation in coffee cooperatives.

The third objective of the study was to examine trends in women's participation in coffee cooperatives in Kiambu County. The study found that while there were positive trends in some areas of the coffee cooperatives, there was still a need for further improvement to ensure progress across all areas. The study concluded that

ongoing efforts were necessary to sustain and enhance these positive trends. On the basis of this conclusion, the study recommended continuous assessment and monitoring of gender responsive outcomes within coffee cooperatives. The ongoing process was crucial for ensuring that the initiatives being implemented were effective and led to meaningful change. Cooperatives could identify areas in need of improvement by consistently evaluating the results of these programs, making necessary adjustments and helping maintain the momentum of gender responsive reforms. This approach would enable cooperatives to measure success, track progress and ultimately achieve greater gender inclusivity in the coffee industry.

5.5 Areas of Further Research

The current study, focused on Kiambu County, examined gender-based barriers to women participation, the gender responsiveness of initiatives and their influence on women participation in coffee cooperatives. Based on its findings, further research is recommended in several areas, such as to investigate the impact of internal, external and governmental programs on women participation in coffee cooperatives to understand how policy and programmatic interventions shape inclusivity. Additionally, research could explore gender-based barriers and the responsiveness of initiatives in other cooperative types, such as workers' cooperatives and consumer cooperatives, to assess how these contexts differ in addressing women's participation. Lastly, studies could examine the effect of internal and external interventions, such as subsidies and training programs on the coffee sector in Kenya, focusing on how these measures influence gender equity and sector development. These recommendations aim to broaden the scope of research and provide deeper insights into gender dynamics in cooperatives and agriculture

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Appendix I: LETTER OF INTRODUCTION

THE CO-OPERATIVE UNIVERSITY OF KENYA P. O. Box 24814-00502
Karen, Kenya Telephone: (020)-2430127/2679456/8891401 Fax (020)-8891410
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BOARD OF POSTGRADUATE STUDIES

26th February, 2024

The Director,

NACOSTI,

Utalii House-Nairobi.

Dear Sir,

REF: SOPHIAH KEMUNTO ABUGA, REG: MCMC01/6523/2021

This is to introduce the above-named Master of Cooperative Management student in the School of Cooperative and Community Development of the Co-operative University of Kenya.

She has successfully completed her course work and is proceeding to the field to collect data from coffee cooperatives in Kiambu County in Kenya. The title of her research project is ***"Gender-Based Barriers to Women Participation, Gender Responsiveness of Initiatives and their Influence on Women Participation in Coffee Cooperatives in Kiambu County"***

Kindly accord her the necessary assistance.

Yours Sincerely,

Dr. J. Ndegwa,

Ag.Director, Board of Postgraduate Studies.

Cc: Dean, SCCD

CUK is ISO 9001:2015 CERTIFIED

Appendix II: COOPERATIVE MEMBERS QUESTIONNAIRE

PARTICIPANT INFORMATION SHEET

Who is doing the research project: "**Gender-Based Barriers to Women Participation, Gender Responsiveness of Initiatives and Their Influence on Women Participation in Coffee Cooperatives in Kiambu County**" is being conducted by a researcher from The Cooperative University of Kenya, a public university located in Nairobi. Funds that support the study are from the researcher.

Purpose of this study: The study aims to determine the Gender-Based Barriers to Women Participation, Gender Responsiveness of Initiatives and Their Influence on Women Participation in Coffee Cooperatives in Kiambu County. Specifically, the study seeks to: (i) identify the gender-based barriers to women participation in coffee cooperatives, (ii) analyze the gender responsiveness of initiatives implemented in the coffee cooperatives and (iii) examine trends in women participation in coffee cooperatives.

What I seek to establish: I strive to determine how gender-based barriers and gender responsiveness of initiatives influence women participation in coffee cooperatives in Kiambu County. Thus, I would like to ask you about the initiatives/interventions and their influence on your participation in coffee cooperatives. The interview should last no more than 90 minutes. The interview will be audio-recorded by an authorized research assistant.

The data I will gather will include the following:

1. Gender-based barriers to women participation in coffee cooperatives in Kiambu County
2. Gender responsiveness of initiatives implemented in the coffee cooperatives in Kiambu County
3. The trends in women participation in coffee cooperatives in Kiambu County

It is your choice to participate in this research. Therefore, you are under no obligation to participate and have the right to withdraw from the interview at any time.

Potential harms, risks or discomforts to participants: I do not anticipate any risks for you in participating in this study. Participation in any research study will, however, take some of your time, in this case, estimated at 90 minutes. If you feel distressed during the interview, the research activity will end and you will be connected to a community leader for support.

Benefits of participating in the study: There is no direct and immediate benefit for participating as a respondent. However, some of the expected outputs will include aids policymakers, industry stakeholders and women in the coffee cooperatives by identifying gender-based barriers, gender responsive measures for long-term economic growth and empowering women's participation and decision-making.

How I will use the data: The data collected from the study will fill a gap in knowledge regarding how measures put in place in the coffee cooperatives will influence women's participation, whether the initiatives are gender responsive and gender-based barriers.

Confidentiality: Directly identifying information (e.g. names, addresses) will be safeguarded and maintained under controlled conditions. The researcher will not share your identifying information with others outside this research study and will replace your identifying information with a Project ID Number. Other researchers outside the team may use our data. Any personal information that could identify you will be removed or changed before files are shared with other researchers or results are made public. You will not be identified in any outcomes (e.g. publications, products or services) of this study.

Use in research: If you agree to participate in this study, the results will be included in the feedback sessions, future publications and face-to-face meetings with stakeholders. The reports and ensuing publications will be made freely available through open access.

DO YOU HAVE QUESTIONS REGARDING ANY INFORMATION I HAVE PROVIDED? [*Only proceed to have the respondent sign the Informed Consent Form after ALL and any questions have been answered to their satisfaction*.]

Contact for Further Questions

For any further questions about the study, please contact: Sophiah Kemunto Abuga
Email: sophiahabuga@gmail.com Tel. No. 0725697894

This proposal has been reviewed and approved by National Commission for Science, Technology and Innovation (NACOSTI). Should you have any concerns regarding the ethical conduct of this study, you can get in touch with the CEO 0204007000.

RESPONDENT'S SURVEY INFORMED CONSENT FORM

The purpose and details of this study have been explained to me. I understand that this study is designed to further scientific knowledge and that the project has received ethical approval. Further,

- I have read/been explained and understood the information sheet and this consent form.
- I have had an opportunity to ask questions about my participation. I understand that I am not obligated to sign up to participate in the study.
- I understand that I have the right to withdraw from this study at any stage and that I will not be required to explain my reasons for withdrawing.
- I understand who access to the personal data will have I provide.
- I understand how data will be stored and published.
- I understand that all the information I provide will be treated in strict confidence unless it is judged that confidentiality will have to be breached for the safety of the participant or others.
- I understand how to raise concerns or make complaints.
- I voluntarily agree to participate in this study.

For any further questions about the study, please contact: Sophiah Kemunto Abuga
Email: sophiahabuga@gmail.com Tel. No. 0725697894

I understand that this project has been reviewed and received permit from National Commission for Science, Technology and Innovation (NACOSTI) and their contact details are 0204007000.

Name: _____ Signed: _____ Date: _____

Study Participant

Name: _____ Signed: _____ Date: _____

Researcher

SECTION A: GENERAL INFORMATION

1. What is your gender?

   1= Male
   2= Female

2. What is your age in years?

   1= 18-35 years
   2= 36- 53 years
   3= 54-71 years
   4= Above 71 Years

3. What is your highest level of education?

   1=None
   2=Primary
   3=Secondary
   4=College/ University
   5= Other

4. What is your marital status?

   1=Single
   2=Married
   3=Divorced
   4=Widowed

5. What is the monthly household income in Kshs. (approx.)?

   1= 0 - 9,999
   2= 10,000 - 19,999
   3= 20,000 - 29,999
   4=30,000 - 39,999
   5=40,000 - 49,999
   6= 50,000 and above

SECTION B: BARRIERS TO PARTICIPATION IN COFFEE COOPERATIVES

This section requires information on the barriers to participation in coffee cooperative. Read the statements and tick on either Yes, No or Don't know based on your experience. Tick on only one opinion.

STATEMENT	OPINIONS		
	YES	NO	DON'T KNOW
Access to financial resources and credit facilities is a key factor hampering your participation in your coffee cooperative			
Access to information on and about your coffee cooperative enhances your participation			
Limited access to land has negatively influence your participation in coffee cooperative.			
Limited access to farm inputs has negatively influenced your participation in coffee cooperative.			
Obstacles in accessing training programs hinder your involvement in the coffee cooperative.			
Often the time set for holding meetings in the coffee cooperative makes it impossible for you due to domestic chores.			
Your underrepresentation in leadership positions within coffee cooperative diminishes your voice and influence.			
Lack of recognition of your contributions to the coffee cooperative affects your willingness to engage in coffee cooperative activities.			
The late payment of salary/wages has burdened you and discouraged you from involvement in coffee cooperatives.			
Unequal distribution of labor responsibilities between genders at home impacts your availability for participation in the cooperative.			
Unequal distribution of labor responsibilities between genders at the coffee cooperative impacts your participation in the cooperative.			

SECTION C: GENDER RESPONSIVENESS OF INITIATIVES

This section requires information on the initiatives adopted by coffee cooperative and if they are gender responsive. Read the statements and tick on either Yes, No or Don't know based on your experience. Tick on only one opinion.

6. Has your coffee cooperative implemented the directive for payment to farmers upon arrival of the harvest at coffee cooperative?

   1= Yes
   2= No
   3= Don't know

   Skip questions 7-9 if the response to question 6 is no or don't know

7. Has the implementation of the directive for payment to farmers upon arrival of the harvest at coffee cooperative contributed to changes in cultural values/norms that negatively impact on women participation in coffee sector?

   1= Yes
   2= No
   3= Don't know

8. Has the implementation of the directive for payment to farmers upon arrival of the harvest at coffee cooperative contributed to changes in power relations between men and women in coffee farming households

   1= Yes
   2= No
   3= Don't know

9. Has the implementation of the directive for payment to farmers upon arrival of the harvest at coffee cooperative enhanced participation and representation of women and men in all their diversity in the coffee sector

   1= Yes
   2= No
   3= Don't know

10. Have you read the content of Coffee bill, 2023 that is currently in parliament?

    1=Yes
    2= No
    3= Don't Know

    Skip questions 11-13 if the response to question 10 is no or don't know

11. Will the content of the coffee bill, 2023 currently in parliament contribute to changes to cultural values/norms that negatively impact on women participation in coffee sector?

    1= Yes

2= No
3= Don’t know

12. Will the content of the coffee bill, 2023 currently in parliament contribute to changes in power relations between men and women in coffee farming households?

    1= Yes
    2= No
    3= Don’t know

13. Will the content of the coffee bill, 2023 currently in parliament enhance participation and representation of women and men in all their diversity in coffee sector?

    1= Yes
    2= No
    3= Don’t know

14. Has your coffee cooperative implemented the regulation of single licensing?

    1= Yes
    2= No
    3= Don’t know

Skip questions 15-17 if the response to question 14 is no or don’t know

15. Has the implementation of single licensing in the coffee cooperative contributed to changes in cultural values/ norms that negatively impact on women participation in coffee sector?

    1= Yes
    2= No
    3= Don’t know

16. Has the implementation of single licensing in the coffee cooperative contributed to changes in power relations between men and women in coffee farming households?

    1= Yes
    2= No
    3= Don’t know

17. Has the implementation of single licensing in the coffee enhanced participation and representation of women and men in all their diversity in coffee sector?

    1= Yes
    2= No
    3= Don’t know

18. Has your coffee cooperative adopted the registration of farmers’ unions?

    1= Yes
    2= No
    3= Don’t know

Skip questions 19-21 if the response to question 18 is no or don’t know

19. Has the adoption of the registration of farmers' unions contributed to changes to cultural values/norms that negatively impact on women participation in coffee sector?

    1= Yes
    2= No
    3= Don't know

20. Has the adoption of the registration of farmers' unions contributed to changes in power relations between men and women in coffee farming households?

    1= Yes
    2= No
    3= Don't know

21. Has the adoption of the registration of farmers' unions enhanced participation and representation of women and men in all their diversity in coffee sector?

    1= Yes
    2= No
    3= Don't know

SECTION D: TRENDS IN WOMEN PARTICIPATION

This section requires information on the trends in women participation in coffee cooperative. Read the statements and tick on either Yes, No or Don't know based on your experience. Tick on only one opinion.

STATEMENT	**OPINIONS**		
	YES	**NO**	**DON'T KNOW**
There is an increase in involvement of women in decision-making roles in your coffee cooperative over the last two years			
There is an upward shift in the number of women who join your coffee cooperative over the last two years.			
There has been an increase in women's access of information in your cooperative over the past few years			
The number of women who attend annual general meetings in your coffee cooperative has increased in over the last two years			
There is an increase in the number of women who attend education forums in your coffee cooperative over the last two years.			
There has been an increase in the number of women who deliver coffee to your coffee cooperative over the last two years.			
There is a noticeable shift towards increased leadership roles for women in your coffee cooperative over the last			
Opportunities for women's training in your coffee cooperative have increased over the last two years			
The voice of women is being heard in the coffee cooperative over the last two years.			
There is a narrowing gender gap in access to resources within your coffee cooperative over the last two years.			

Appendix III: IN-DEPTH INTERVIEW

PARTICIPANT INFORMATION SHEET

Who is doing the research project: "**Gender-Based Barriers to Women Participation, Gender Responsiveness of Initiatives and Their Influence on Women Participation in Coffee Cooperatives in Kiambu County**" is being conducted by a researcher from The Cooperative University of Kenya, a public university located in Nairobi. Funds that support the study are from the researcher.

Purpose of this study: The study aims to determine the Gender-Based Barriers to Women Participation, Gender Responsiveness of Initiatives and Their Influence on Women Participation in Coffee Cooperatives in Kiambu County. Specifically, the study seeks to: (i) identify the gender-based barriers to women participation in coffee cooperatives, (ii) analyze the gender responsiveness of initiatives implemented in the coffee cooperatives and (iii) examine trends in women participation in coffee cooperatives.

What I seek to establish: I strive to determine how gender-based barriers and gender responsiveness of initiatives influence women participation in coffee cooperatives in Kiambu County. Thus, I would like to ask you about the initiatives/interventions and their influence on your participation in coffee cooperatives. The interview should last no more than 90 minutes. The interview will be audio-recorded by an authorized research assistant.

The data I will gather will include the following:

1. Gender-based barriers to women participation in coffee cooperatives in Kiambu County
2. Gender responsiveness of initiatives implemented in the coffee cooperatives in Kiambu County
3. The trends in women participation in coffee cooperatives in Kiambu County

It is your choice to participate in this research. Therefore, you are under no obligation to participate and have the right to withdraw from the interview at any time.

Potential harms, risks or discomforts to participants: I do not anticipate any risks for you in participating in this study. Participation in any research study will, however, take some of your time, in this case, estimated at 90 minutes. If you feel distressed during the interview, the research activity will end and you will be connected to a community leader for support.

Benefits of participating in the study: There is no direct and immediate benefit for participating as a respondent. However, some of the expected outputs will include aids policymakers, industry stakeholders and women in the coffee cooperatives by identifying gender-based barriers, gender responsive measures for long-term economic growth and empowering women's participation and decision-making.

How I will use the data: The data collected from the study will fill a gap in knowledge regarding how measures put in place in the coffee cooperatives will influence women's participation, whether the initiatives are gender responsive and gender-based barriers.

Confidentiality: Directly identifying information (e.g. names, addresses) will be safeguarded and maintained under controlled conditions. The researcher will not share your identifying information with others outside this research study and will replace your identifying information with a Project ID Number. Other researchers outside the team may use our data. Any personal information that could identify you will be removed or changed before files are shared with other researchers or results are made public. You will not be identified in any outcomes (e.g. publications, products or services) of this study.

Use in research: If you agree to participate in this study, the results will be included in the feedback sessions, future publications and face-to-face meetings with stakeholders. The reports and ensuing publications will be made freely available through open access.

DO YOU HAVE QUESTIONS REGARDING ANY INFORMATION I HAVE PROVIDED? [*Only proceed to have the respondent sign the Informed Consent Form after ALL and any questions have been answered to their satisfaction*.]

Contact for Further Questions

For any further questions about the study, please contact: Sophiah Kemunto Abuga
Email: sophiahabuga@gmail.com Tel. No. 0725697894

This proposal has been reviewed and approved by National Commission for Science, Technology and Innovation (NACOSTI). Should you have any concerns regarding the ethical conduct of this study, you can get in touch with the CEO 0204007000.

RESPONDENT'S SURVEY INFORMED CONSENT FORM

The purpose and details of this study have been explained to me. I understand that this study is designed to further scientific knowledge and that the project has received ethical approval. Further,

- I have read/been explained and understood the information sheet and this consent form.
- I have had an opportunity to ask questions about my participation. I understand that I am not obligated to sign up to participate in the study.
- I understand that I have the right to withdraw from this study at any stage and that I will not be required to explain my reasons for withdrawing.
- I understand who access to the personal data will have I provide.
- I understand how data will be stored and published.
- I understand that all the information I provide will be treated in strict confidence unless it is judged that confidentiality will have to be breached for the safety of the participant or others.
- I understand how to raise concerns or make complaints.
- I voluntarily agree to participate in this study.

For any further questions about the study, please contact: Sophiah Kemunto Abuga
Email: sophiahabuga@gmail.com Tel. No. 0725697894

I understand that this project has been reviewed and received permit from National Commission for Science, Technology and Innovation (NACOSTI) and their contact details are 0204007000.

Name: _____ Signed: _____ Date: _____

Study Participant

Name: _____ Signed: _____ Date: _____

Researcher

Name of interviewer: _____

Date: _____

Name of coffee cooperative: _____

Designation of interviewee: _____

Interview questions

1. In your own opinion, how is the participation of women and men in your coffee cooperative?
2. How do you compare the participation of women and men in your coffee cooperative?
3. Have there been any notable challenges or barriers that women face in participating within your cooperative? If so, what are they?
4. Are you aware of any intervention being undertaken in your coffee cooperative?
5. Are the interventions being undertaken contributing to changes to cultural values/norms that negatively impact on women participation in coffee sector?
6. Are the interventions being undertaken contributing to changes in power relations between men and women in coffee farming households?
7. Are the interventions being undertaken enhancing the participation and representation of women and men in all their diversity in coffee sector?
8. Over the past two years, have you noticed any changes in the level of women's participation in your coffee cooperative? If yes, can you describe these changes?
9. What are the key factors that have influenced women's participation trends in your cooperative? Are there any specific factors that have played a significant role?
10. What roles do women typically play within your coffee cooperative? Are there any specific areas or activities where women's involvement is more prominent?
11. How involved are women in decision-making processes within your cooperative?
12. In your opinion, what is your take on women holding influential roles within your cooperative? Can you describe the level of gender diversity at the leadership and governance levels?

Appendix IV: KEY INFORMANT INTERVIEW

PARTICIPANT INFORMATION SHEET

Who is doing the research project: "**Gender-Based Barriers to Women Participation, Gender Responsiveness of Initiatives and Their Influence on Women Participation in Coffee Cooperatives in Kiambu County**" is being conducted by a researcher from The Cooperative University of Kenya, a public university located in Nairobi. Funds that support the study are from the researcher.

Purpose of this study: The study aims to determine the Gender-Based Barriers to Women Participation, Gender Responsiveness of Initiatives and Their Influence on Women Participation in Coffee Cooperatives in Kiambu County. Specifically, the study seeks to: (i) identify the gender-based barriers to women participation in coffee cooperatives, (ii) analyze the gender responsiveness of initiatives implemented in the coffee cooperatives and (iii) examine trends in women participation in coffee cooperatives.

What I seek to establish: I strive to determine how gender-based barriers and gender responsiveness of initiatives influence women participation in coffee cooperatives in Kiambu County. Thus, I would like to ask you about the initiatives/interventions and their influence on your participation in coffee cooperatives. The interview should last no more than 90 minutes. The interview will be audio-recorded by an authorized research assistant.

The data I will gather will include the following:

1. Gender-based barriers to women participation in coffee cooperatives in Kiambu County
2. Gender responsiveness of initiatives implemented in the coffee cooperatives in Kiambu County
3. The trends in women participation in coffee cooperatives in Kiambu County

It is your choice to participate in this research. Therefore, you are under no obligation to participate and have the right to withdraw from the interview at any time.

Potential harms, risks or discomforts to participants: I do not anticipate any risks for you in participating in this study. Participation in any research study will, however, take some of your time, in this case, estimated at 90 minutes. If you feel distressed during the interview, the research activity will end and you will be connected to a community leader for support.

Benefits of participating in the study: There is no direct and immediate benefit for participating as a respondent. However, some of the expected outputs will include aids policymakers, industry stakeholders and women in the coffee cooperatives by identifying gender-based barriers, gender responsive measures for long-term economic growth and empowering women's participation and decision-making.

How I will use the data: The data collected from the study will fill a gap in knowledge regarding how measures put in place in the coffee cooperatives will influence women's participation, whether the initiatives are gender responsive and gender-based barriers.

Confidentiality: Directly identifying information (e.g. names, addresses) will be safeguarded and maintained under controlled conditions. The researcher will not share your identifying information with others outside this research study and will replace your identifying information with a Project ID Number. Other researchers outside the team may use our data. Any personal information that could identify you will be removed or changed before files are shared with other researchers or results are made public. You will not be identified in any outcomes (e.g. publications, products or services) of this study.

Use in research: If you agree to participate in this study, the results will be included in the feedback sessions, future publications and face-to-face meetings with stakeholders. The reports and ensuing publications will be made freely available through open access.

DO YOU HAVE QUESTIONS REGARDING ANY INFORMATION I HAVE PROVIDED? [*Only proceed to have the respondent sign the Informed Consent Form after ALL and any questions have been answered to their satisfaction*.]

Contact for Further Questions

For any further questions about the study, please contact: Sophiah Kemunto Abuga
Email: sophiahabuga@gmail.com Tel. No. 0725697894

This proposal has been reviewed and approved by National Commission for Science, Technology and Innovation (NACOSTI). Should you have any concerns regarding the ethical conduct of this study, you can get in touch with the CEO 0204007000.

RESPONDENT'S SURVEY INFORMED CONSENT FORM

The purpose and details of this study have been explained to me. I understand that this study is designed to further scientific knowledge and that the project has received ethical approval. Further,

- I have read/been explained and understood the information sheet and this consent form.
- I have had an opportunity to ask questions about my participation. I understand that I am not obligated to sign up to participate in the study.
- I understand that I have the right to withdraw from this study at any stage and that I will not be required to explain my reasons for withdrawing.
- I understand who access to the personal data will have I provide.
- I understand how data will be stored and published.
- I understand that all the information I provide will be treated in strict confidence unless it is judged that confidentiality will have to be breached for the safety of the participant or others.
- I understand how to raise concerns or make complaints.
- I voluntarily agree to participate in this study.

For any further questions about the study, please contact: Sophiah Kemunto Abuga
Email: sophiahabuga@gmail.com Tel. No. 0725697894

I understand that this project has been reviewed and received permit from National Commission for Science, Technology and Innovation (NACOSTI) and their contact details are 0204007000.

Name: _____ Signed: _____ Date: _____

Study Participant

Name: _____ Signed: _____ Date: _____

Researcher

Name of interviewer: _____

Date: _____

Name of coffee cooperative: _____

Designation of interviewee: _____

Interview questions

1. In your own opinion, how is the participation of women and men in coffee cooperatives in Kiambu County?
2. In your opinion, what are the key challenges that hinder women's active participation in the coffee cooperatives in Kiambu County?
3. Are you aware of any intervention being undertaken in the coffee sector in your area?
4. Are the interventions being undertaken contributing to changes to cultural values/norms that negatively impact on women participation in coffee sector?
5. Are the interventions being undertaken contributing to changes in power relations between men and women in coffee farming households?
6. Are the interventions being undertaken enhancing the participation and representation of women and men in all their diversity in coffee sector?
7. Over the past two years, have you noticed any changes in the level of women's participation in coffee cooperatives in Kiambu County? If yes, can you describe these changes?
8. What are the key factors that have influenced women's participation trends in coffee cooperatives in Kiambu County? What factors that have played a significant role?
9. In your opinion, what roles do women typically play in coffee cooperatives in Kiambu County?
10. In your opinion, what is your take on women holding influential roles in coffee cooperative in Kiambu County? Can you describe the level of gender diversity at the leadership and governance levels?

Appendix V: RESEARCH PERMIT

REPUBLIC OF KENYA

NATIONAL COMMISSION FOR SCIENCE,TECHNOLOGY & INNOVATION

Ref No: **507260**

Date of Issue: **13/March/2024**

RESEARCH LICENSE

This is to Certify that Miss.. Sophiah Kemunto Abuga of The Cooperative University of Kenya, has been licensed to conduct research as per the provision of the Science, Technology and Innovation Act, 2013 (Rev.2014) in Kiambu on the topic: GENDER RESPONSIVENESS OF INITIATIVES AND THEIR INFLUENCE ON WOMEN PARTICIPATION IN COFFEE COOPERATIVES IN KIAMBU COUNTY for the period ending : 13/March/2025.

License No: **NACOSTI/P/24/33536**

507260

Applicant Identification Number

Director General
NATIONAL COMMISSION FOR SCIENCE,TECHNOLOGY & INNOVATION

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See overleaf for conditions