

DETERMINANTS OF GENDER INEQUALITY IN PUBLIC SERVICE DELIVERY IN THE COUNTY GOVERNMENT OF NYERI, KENYA

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ABSTRACT

Gender inequality has been a contemporary issue globally. Its effect on women contribution to national development agenda has been an area of concern for public service delivery in most countries. The delivery, resourcing and governing of public services is important to the female gender. Care services given and funded by the state are an indication of a positive development towards gender equality for women. In order to realize a positive economic and social development, delivery of public services must be gender-sensitive, hence promoting the exchange of good practices with regards to women inclusion in public administration and governance. Current government programs that address inequalities of gender in Africa seek to improve primary health care, education as well as job conditions. Nevertheless, serious socio-cultural conditions and limitations challenge their implementation. The objective of this study was to assess the determinants of gender inequality in public service delivery in the County Government of Nyeri. The specific objectives guiding the study included: to determine the influence of professional skills, governance, culture and constitutional provisions for gender inequality on public service delivery through the case of the county government of Nyeri. The guiding theories included complexity, feminist and the theory of equity. Literature review guided the formulation of constructs and conceptualization of the study. The research used both quantitative and qualitative data. Descriptive research was adopted while the target population composed 49 county government employees in senior

administrative levels. Due to the small size of the population, the census sampling method was utilized and the sample size shall be 49 respondents. Questionnaires were used as data collection tools and tested for validity and reliability through piloting. Data analysis was carried out through a statistical approach of frequencies, standard deviation and means using Statistical Package for Social Sciences based on the objectives of the study. Data was illustrated in the form of histograms, pie charts, frequency tables and bar charts. Findings indicated that there was a low influence of gender inequality in professional skills, right from education, training and capacity development on public service delivery. Importantly, the study established significant relationships between governance practices including composition of staff in departments and leadership roles. There was further significant relationship between cultural practices and compliance to constitutional provisions for gender inequality and public service delivery, with the public service board not complying to the 2/3 gender rule in all county departments. The study thus concluded that governance practices, cultural practices and compliance with constitutional provisions had significant influence on public service delivery at the County Government of Nyeri. Upon the study findings and conclusions, it was recommended that first, the public service board should review the composition of staff in order to improve gender equity at all offices. The leadership should further advocate for equity in staff promotions and engagement of women in higher offices and ensure their contribution

is felt in decision making. Further recommendation was a study to establish the influence of women self-efficacy on leadership roles in public service.

Key Words: *gender inequality, public service delivery, county government, Nyeri, Kenya*

INTRODUCTION

As a contemporary issue, the topic of Women empowerment has been debated extensively in both local and international set-ups including the developing and developed nations of the world. Presently, gender relations have become a concern globally. The situation is predominantly endemic in the African and Asian continents,(Ele, 2013). Consequently, the last three decades have seen the global policy process become more gender sensitive with many nations engaging women more aggressively in the development programs and in the delivery of public service with a view to promote equity. Among the objectives of millennium development goals (MDGs) includes gender inequality as well as empowerment of women. This notwithstanding, inequality of gender can be witnessed in most of the developing countries as well as in developed ones, (Alade, 2012). Gender issues have been prevalent in different life dimensions ranging from household level, through social institutions and spanning to the economy at large. The empowerment of women while tapping their leadership, political and other skills globally in the global economy is indispensable into exploiting a country's potential as sundry leadership is more likely to drive economic growth and inclusivity, (Pullen& Rhodes, 2013).

Diprete and Buchanan (2013) accord that professional skills are crucial for mainstreaming women to participate in Nation building. Gender disparity in education can affect growth of economy through various channels including indirect and direct effects of gender disparity. The contribution of women in a country's economy has a positive impact on the policy-making process; it is better when women voice their concerns and strive to codify as well as promote their rights (Pullen & Rhodes, 2013). In Kenya, County Governments now bare the sole responsibility of delivering services to the community. This is just one of the major reforms contextualized within the new Constitution promulgated in 2010 and taking shape after the 2013 elections.

Mbogo (2015) contended that in 2013, the Government established citizen service (Huduma centers) as primary service delivery channels in all the 47 counties. These are a one-stop shop down in the countries where citizens can obtain their passports, land title deeds, identity cards, Kenya Revenue Authority personal identification numbers and driving licenses without having to travel to Nairobi to get the services. Kenyans expect every civil servant whose role is to provide services such as education, healthcare, housing and other public services, to do so efficiently in the devolved governments. The State Department of Gender has been undertaking strategies to achieve the constitutional rule that not more than two-thirds of the members of the elective bodies shall be of the same gender. Non-governmental organizations (NGOs) have also been

supporting the National Gender and Equality Commission to develop legislation and tools that can ensure gender equality and non-discrimination are entrenched at both the National and County levels.

To ensure that the public service is representative in Kenya, the Constitution calls for adoption of special measures including affirmative action in order to provide groups that were previously marginalized with special opportunities for employment. Lichuma (2017) emphasized that Article 27 4(d) outlaw's discrimination on any ground while 27(6) obligates the state to take measures including affirmative action programmes and policies designed to redress any difficulties suffered by individuals or groups because of past discrimination. Currently, there are about 700,000 persons serving in the public sector (Kenya National Bureau of Statistics- KNBS 2015), who are from varied ethnic groups and races, persons living with disabilities, the marginalized and minorities. A survey by the Public Service Commission (PSC) in 2013–14 established that the constitutional requirements of two third (2/3) gender rule have not been fully met though some progress has been made.

The Bill of Rights under Chapter 4 of the Constitution of Kenya 2010 confers the right of all citizens of Kenya to have their basic needs that promote their welfare met. The County government, must therefore, endeavour to promote the general welfare of its citizens in Nyeri. In order to promote the general welfare of its people, Nyeri County Government has set its Mission as stated in the County Integrated Development Plan (CIDP) being “To harness the hard working culture of the people of Nyeri and unlock their potential to achieve the highest standards of political, social and economic life by creating an enabling environment that promotes sustainable development”. In order to achieve this Mission, one of the processes of public service is human resource, who are employed and attached to specific departments within the organizational structure of the County government to ensure services are rendered.

The Public Service is charged with the task of ensuring that the development goals of the County government are achieved through efficient and effective performance of duties, the requisite for success being ethical conduct and professionalism on the part of the various staff serving in the County Public Service. Ethics and Professionalism are among the values and principles of public service. Therefore, successful delivery of services to the public is dependent upon ethical and professional conduct of staff in the public service of Nyeri County. The Nyeri County Public Service Board (NCPSB) reported that recruitment in 2015 was at 49% female and 51% male. This exceeded the minimum Constitutional ratio of 30% for either gender, (NCPSB, 2016).

STATEMENT OF THE PROBLEM

There is growing interest in the women problems within the society especially their inclusion in decision making positions in organizations. Kabeer, Assaad, Darkwah, Simeen, Hania Sholkmy, (2013) emphasize that the problem in place is not how to get women into the public service but finding them at the number proportionate with the female population of the state as well as at the

appropriate level where they can influence, decide and also implementation of policies. Current government programs that address inequalities of gender in Africa seek to improve primary health care, education as well as job conditions. Nevertheless, serious socio-cultural conditions and limitations challenge their implementation. Furthermore, Civil services in Africa are characterised by corruption that might bring about insensitivity of gender. The available literature records that women are so far to become equivalent partners with men, (Kimiti, 2011; Kabeer, et al. 2013; Chemengich, 2013; Lee 2014; Gberevbie, D.E., Osibanjo, A.O., Adeniji, A.A. and Oludayo, O.A, 2014; Dalia Hakura, Mumtaz Hussain, Monique Newiak, Vimal Thakoor, and Fan Yang 2015). Women still have less access to opportunities of education as well as to positions of political power. Whether this inequality affected public service delivery was sought in this study.

RESEARCH OBJECTIVES

1. To establish how professional skills, affect gender inequality on public service delivery at the County Government of Nyeri.
2. To evaluate how governance practices, affect gender inequality on public service delivery at the County Government of Nyeri.
3. To evaluate how cultural practices, affect gender inequality on public service delivery at the County Government of Nyeri.
4. To evaluate how constitutional provisions, affect gender inequality on public service delivery at the County Government of Nyeri.

THEORETICAL REVIEW

Theory of Equity

The theory of equity, which is also referred to as the theory on justice (Jasso, 1983; Markovsky, 1985) depicts that individual people bring their effort and input; seniority, status, task, experience, education, performance and effort; into comparison. In the event where inequality on a given individual is faced, the feeling of injustice is nurtured with relevance to the situations where equitability is supposed to be exercised (Adams, 1963; Blau, 1964). With relevance to the study results as portrayed from gender discrimination as practiced in workplaces, using male counterparts to build on the argument, any given woman in a work place with claim to perceive forms of discrimination or injustice based on the rewards awarded from the various efforts put in place and the input made as much as they may be comparable to their counterparts, males. However, as discussed by the gendered nature of socialization, women are taught that they should not perceive equality to men on various entitlements (Lips, 2001). The equity rationale collates with the study focus, enabling conceptualization of study variables.

Complexity theory

The given theory of complexity is a theory nurtured since the 1960s and cuts across all manners of discipline. Complexity theory, or the study of complex adaptive systems, has its roots in

physics, mathematics, and biology. It has now expanded into organizational and systems of organizations and it is highly multi-and inter-disciplinary. Complexity theory is increasingly being applied to social systems as complex adaptive systems, and therefore mentioned properties of these systems can usefully be applied to the study.

Holland (1995) indicated that in sociology, social complexity is a conceptual framework used in the analysis of society. Contemporary definitions of complexity in the sciences are found in relation to systems theory, in which a phenomenon under study has many parts and many possible arrangements of the relationships between those parts. The idea of smooth continuous change doesn't fit with the reality. The theory of change requires the use of complexity to understand the process of change. Once concepts from complexity theory are applied, it then becomes a distinct possibility that this theory of change helps to explain sustainable change at all levels of human and social organization, (Costanza, Waigner, Folke & Mäler, 1993).

Theory by Feminists

The theory given by feminists can be regarded as an extension through which feminism is promoted within its philosophical or theoretical concept. It is primarily aimed towards shedding light on the nature of gender (Chilisa & Ntseane, 2010). It offers as an insight in the roles played by the woman in the society, their interest and experiences within the societal set up. The study will be grounded on the perspective approach taken by women as they make effort to ground their theory on issues that are relevantly faced by women in the societal organization. Their approach was considerably relevant to the subject topic in the study carried out as its nature was subjected to the various factors that a woman in the society is faced with.

Different perspective were brought out by feminists with their main focus being aimed towards addressing issues of opposition and oppression as faced by women in the societies. According to Cornwall (2005), acts of feminism which women are engaged in are focused towards creating and engaging in nurturing equality and transparency within the society. The general perspective generated from feminism is focused towards women empowerment and is primarily meant to restore the dignity of a woman as part of the society, (James M. O'Neil, Robyn Denke and Chris Blazina 2014). The primary argument within the perspective is based on treatment of all individuals with the community set up on an equal platform, which looks into matters such as equal access to resources as well as equal rights applying to both genders. The theory developed by feminist, has is mainly aligned itself with the interests and rights of a woman in the society alongside equal power and governance distribution between both genders in the society.

EMPIRICAL REVIEW OF THE LITERATURE

Public Service Delivery and Gender Inequality

According to World Bank (2005) public service delivery offers a comprehensive view of government performance measurement. The government performance can only be effective in

public debate when there are concrete statistics measuring performances that challenge government to improve its services. The Kenyan government has taken steps in establishing policies and institutional mechanism of gender mainstreaming. However gender mainstreaming programs are not effective. This is as a result of poor monitoring, low gender mainstreaming skills, ineffective gender mainstreaming structures and lack of budget. For gender mainstreaming to be effective in Kenya, there is urgent need to build gender mainstreaming skills of officers in government ministries, strengthen gender focal points and allocate sufficient budget to gender work and coordinate policy development across all sectors to ensure gender mainstreaming. (Njeru Catherine 2013)

Professional Skills, Gender Inequality and Public Service Delivery

The employments opportunities that are rendered to both women and men in the society are founded on their productivity levels based on the relevant skills to the different opportunities provided. Various employment organizations and countries all view the development of skills as consequent and strategic, (Hakura, et al., 2015). Fatima and Muneer (2016) contended that both secondary education and good-quality primary education, corresponding to relevant vocational training and development of skills towards given opportunities, are important aspects towards preparation of later generations in living lives that are productive and progressive at the same time, as they gradually learn new skills and improve on the same in the mutual challenges that they face. Quintini (2011) accords that development of their skills through training, the full sequence of life cycles are well understood in a more diverse term. Simple education is offered to every individual as the primary basis on which they grow their potential as they lay a firm foundation where they have the potential of being employed. Long-term learning is important in helping individuals maintain their skill competence in technology and within the evolving requirements. The rising rates of women employment and participation in formal labor has increased within most societies, which has majorly contributed to equality between both men and women, (Tayyib, et al, 2013).

Governance Practices, Gender Inequality and Public Service Delivery

The primary responsibility of governments is to ensure common access to public services and that such services meet human rights standards and obligations. The collective or individual women that come together to present their societal inequality grievances are important in the society as they play the significant role of voicing their troubles alongside their demands and necessities. Women from the elite part of the society take part in strategically pushing forwards for the adjustment of equality within the society in order to satisfy their necessities, (Newman, 2012). Mutangirwa (2016) study in Zimbabwe was qualitative which explored the experiences of female leaders in Manicaland Province in an attempt to establish challenges related to their socio-cultural beliefs and practices. The study found that while there are supportive international conventions and national protocols guiding gender issues, women in Zimbabwe are marginalized in key decision making positions through practice, attitudes and gender stereotypes that are

deeply entrenched in the country's traditional culture. Mapolisa and Madziyire (2012) study concluded that in spite of the significant progress that African countries have made in increasing women representation to the peak, African governments as well as companies are still missing out on the total benefits that accompany gender-diverse leadership teams. Considering political leadership, the parliament of Kenya has merely about 10 per cent women representation (Kamau, 2010), as a result, this has raised a lot of concern. In the Cabinet Secretary out of 22 members, there are only 5 women making 22.7 %. The Principal Secretaries meet the two third gender rule. Out of 42 there are 14 women making 33.3%, (Lichuma, 2017). The numbers in the other positions are progressively improving. As Kamau (2010) observes, Kenya has been described of a unique quality that over the years has placed the numbers of women taking part in politics relatively low. Such qualities include; the insensitive political culture nurtured by male leaders that has a significant contribution in their political and societal dominance.

Cultural Practices, Gender Inequality and Public Service Delivery

Women in Africa are disadvantaged based on the African cultural set up. They are vulnerable to human rights violations due to highly patriarchal and backward socio-cultural structures and practices. Families headed by women have a higher incidence of poverty. High rates of poverty among families headed by women are related to low educational levels, widowhood, high rates of dependency and incomes too low to meet family needs, (Lichuma, 2017). This challenge extends to the work environment including public service. Discrimination is a particularly important aspect of gender in the workforce. Particularly in the public service, various considerations are met, which essentially influence promotion, placements and recruitment among other various factors, (Maseko, 2013). Lichums (2017) reported that the Constitution 2010 recognizes dignity, social, economic as well as cultural rights including the right to housing, education and right to health including reproductive health care. The principle of equality and non-discrimination is established as a core value of leadership. Chapter four of the Constitution of Kenya is the Bill of Rights. Each person is equal before the law and in addition has the rights to equal protection as well as benefit of the law. Men and women have the right to be treated equally, including the right to equal opportunities in economic, political, cultural as well as social sphere. Both direct and indirect discrimination is forbidden. It is expected of the state to measure for instance, affirmative action programs and more policies that are aimed towards redressing any adverse effects being suffered by people due to discrimination in prior time.

Constitutional Provisions, Gender Inequality and Public Service Delivery

Constitutionally, no one has limited rights, and no one has lesser rights. Every person should be treated equally as stipulated in chapter four of the Constitution. As mentioned in the Constitution, it is also a universal concept documented in developed countries as a similar gender concern that men and women should be given equal treatment through the accessibility of human development and empowerment in the workplace. Chemengich (2013) study in Kenya

recommended that compliance with the Constitution under the principles of public administration, should be adhered to in order to shun gender oppression, such as the exception of women participation in strategic decision-making, transparency, accountability, equity, efficiency, partnership as well as accessibility, as this can hinder good governance. The Public Service Commission (PSC) diversity policy (2016) in Kenya states that each public service institution shall implement the principle that not in excess of two-thirds (2/3) of its employees shall be of the same gender at all levels; Make sure that issues of gender are mainstreamed at the workplace and appropriate measures taken including affirmative action to make sure that there is gender equality; and observe, uphold as well as protect the right of women to health and safety in working conditions, including the protection of the reproduction function (Chemengich, 2013). Whether this has been achieved remains an enigma.

RESEARCH METHODOLOGY

Research design

The research adopted a descriptive survey research design in order to carry out a detailed study of several organizations so as to come up with significant data for analysis. This design was thus deemed appropriate for this study because it helped in determining how the gender inequality is manifested in public service delivery at the County government of Nyeri.

Target Population

Kombo and Tromp (2011) define a population as a group of individuals, objects or items from which samples are taken for measurement. The target population for the study was the employees in accounting/finance, administration and operations departments in the four public institution of higher learning in Nyeri County and totaled to 49.

Sampling Technique and Sample Size

Census sampling method was adopted whereby all (49) the targeted employees shall compose the study sample. Census method refers to the complete enumeration of a universe. A universe may be a place, a group of people or a specific locality through which we collect the data, (Kothari, 2004).

Data Collection Instrument

The research employed questionnaires for the data collection. The questions in the questionnaires were both close ended (unstructured) and open ended (structured) type.

Data Analysis and Presentation

Descriptive statistics were used to analyze data where frequencies were converted to percentages for easy interpretation with aid of statistical package for social sciences (SPSS) version 20. In addition, inferential statistic was done to establish the relationship between independent variables

and the dependent variable. Multiple regressions were generated to determine the relationship of each variable.

The regression model generally assumed the following equation

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + \check{\epsilon}$$

Where: Y = Gender Inequality; a = Autonomous term; b = the gradient measuring the level of change; X₁ = Professional skills; X₂ = Governance practices; X₃ = Cultural Practices; X₄ = Constitutional Provisions; $\check{\epsilon}$ = Error term

The regression coefficient helped to quantify the strength of the linear relationship between independent and dependent variables.

RESEARCH RESULTS

There were 49 questionnaires administered of which 45 were returned fully answered and fit for analysis. This presents a commendable response rate of 91.8%. According to Mugenda (2003), a response rate of above 80% was excellent in presenting reliable information.

Professional Skills, Gender Inequality and Public Service Delivery

The results indicated the following; Scale 1 (very little) the aggregate mean to be at 0.8, Scale 2 (little) the aggregate mean to be at 17.2, Scale 3 (moderate) the aggregate mean to be at 11.6, Scale 4 (much) the aggregate mean to be at 4 and Scale 5 (very much) the aggregate mean to be at 1.4. Therefore, the following aspects in professional skills; gender disparity in primary and secondary education, gender disparity in tertiary education, the occurrence of gender inequality in staff selection for training, occupational choices and gender disparity effect in staff capacity has little effect on Public Service Delivery in Nyeri County.

Governance Practices, Gender Inequality and Public Service Delivery

The results indicated the following on the scale of 1 (strongly agree) Aggregate Mean was 5.7, Scale 2 (Disagree) Aggregate mean was 3.5, Scale 3 (Note sure) aggregate Mean was 1, scale 4 (Agree) Aggregate Mean was 26.5, Scale 5 (strongly agree) Aggregate mean was 8.3. The following aspects in governance practices; Gender equity has not been ensured in all departments, there is gender inequality in County elective systems and processes, Public service policies uphold gender equity, Political system contributes to gender inequality during recruitment, Women are marginalized in key decision making positions and The institution's governance practices encourage gender disparity showed that governance practices had significant influence on gender inequality thus affecting Public Service Delivery in Nyeri County.

Cultural Practices, Gender Inequality and Public Service Delivery

The results indicated the following: on the scale of 1 (strongly Disagree) at an aggregate mean of 0, Scale 2 (Disagree) at an aggregate mean of 8.3, Scale 3 at an aggregate mean 0, scale 4 (Agree) at an aggregate mean 29.2 and scale 5 (Strongly Agree) at an aggregate Mean 7.5. Thus, the following aspects in cultural practices; Male domination has perpetuated gender inequality in the institution, perceptions of women of inferior complexity perpetuate gender disparity in service delivery, Most women do not occupy the upper cadre jobs in the county government, Stereotypes have inculcated gender inequality behavior among the staff, Perceptions of women as not fit for leadership has influenced gender inequality in public service delivery and Social-cultural factors on gender inequality have a significant influence on service delivery at the institution hence gender inequality in cultural practices affect the Public Service Delivery in Nyeri County.

Constitutional Provisions, Gender Inequality and Public Service Delivery

The results indicated the following: on the scale of 1 (strongly Disagree) at an aggregate mean of 4, Scale 2 (Disagree) Aggregate mean of 18.4, Scale 3 Aggregate mean 0, scale 4 (Agree) Aggregate mean 15.6 and scale 5 (Strongly Agree) has an Aggregate Mean 7. Thus, the following factors of the constitution provision on gender in equality; County Public Service Board has not ensured two-thirds (2/3) gender rule has been fully implemented in all departments, County government recruitment policies are aligned to affirmative action policy, County government leadership has not complied to gender equity rules, There is no political goodwill in the implementation of Two-thirds (2/3) gender rule therefore, Constitutional provisions for gender equality had significant influence on Public Service Delivery in Nyeri County.

INFERENCE STATISTICS

This section sought to establish the relationship between Gender inequality factors and public service delivery at the County Government of Nyeri. Multiple regression analysis were applied using mean score for each variable to determine the effect of independent variables (professional skills, governance practices, cultural practices and constitutional provisions) on dependent variable- public service delivery. This was carried out by use of the field data plus the findings interpreted in line with the R values, R² values, the beta values and F ratio at the 95% significance level. Explanation and interpretation of the findings regarding the expected relationships between gender inequality factors and public service delivery are as indicated in table 1 to 3.

Table 1: Multiple Regression Model Summaries for Gender Inequality

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.596 ^a	.356	.315	1.03356

a. Predictors: (Constant), professional skills, governance practices, cultural practices and constitutional provisions

The model summary in Table 1 shows the value of R was 0.596 signifying that there is a positive association between gender inequality factors (professional skills, governance practices, cultural practices and constitutional provisions) and public service delivery. The R² value of 0.356 indicates that 35.6% of public service delivery is able to explain gender inequality factors considered under this study; the low R² could be as a result of biasness in giving of feedback. Adjusted R² of 0.315 indicates that 31.5% is able to explain the significance of predictors of gender inequality in public service.

Table 2: ANOVA for Gender Inequality

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	37.171	4	9.293	6.39	.000 ^b
Residual	67.300	63	1.068		
Total	104.471	67			

a. Dependent Variable: Public Service Delivery

b. Predictors: (Constant), professional skills, governance practices, cultural practices and constitutional provisions

The results of ANOVA revealed that the entire model was significant with the F ratio = 6.39 at p value $0.000 < 0.05$. This is an indication that the model can be relied upon.

Table 3: Coefficients Gender Inequality

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
(Constant)	-.663	1.215		-.546	.587
Professional skills	.021	.188	.012	.112	.911
Governance Practice	.445	.096	.474	4.620	.001
Cultural Practice	.394	.107	.410	3.675	.002
Constitutional Provisions	.399	.101	.415	3.812	.000

a. Dependent Variable: Public Service Delivery

Results in table 3 indicate that the resulting model beta coefficients portrayed that professional skills, governance practices, cultural practices and constitutional provision had positive effect on Public Service Delivery with slopes of $\beta_1=0.021$, $\beta_2= 0.445$, $\beta_3= 0.394$ and $\beta_4= 0.399$ respectively.

According to (Courville & Thompson 2011) Beta weights can be used to answer the question what is the contribution of each independent variable to the regression equation holding all other independent variables constant. This implies that holding all other variables constant, public service delivery in the county government of Nyeri increase by 0.445 units when governance practice factor increases by one unit, increase by 0.399 units when constitution provisions compliance increases by one unit, by 0.394 units when cultural practice increases by one unit, and increase by 0.021 units when professional skills increases by one unit.

The research results revealed that there was positive as well as statistically significant association between Governance practice ($p=0.001$) and gender inequality because of gender mainstreaming not being met in the various departments in the County Government of Nyeri. According to (Mapolisa and Madziyire, 2012) study concluded that in spite of the significant progress that African countries has made in increasing women's representation to the peak, African governments as well as companies are still missing out on the total benefits that accompany gender-diverse leadership teams.

There was positive as well as statistically significant association between Cultural practice ($p=0.002$) and gender inequality because of the existing stereotypes that tend to discriminate the women. O'Neil et al. (2014) study established that career advancements for women have increased substantially, where many women have been placed in executive cadre within public institutions. However, their decision making power and involvement in some of the public life activities is still limited courtesy of the many years that were lived where the woman in the society did not have much to contribute or rather was not allowed to contribute.

There was positive as well as statistically significant association between constitutional provisions compliance ($p=0.000$) and gender inequality because of poor implementation of the existing laws for instance the 2/3 gender rule; values being low than statistical measure of 0.05 critical value. Chemengich (2013) study in Kenya recommended that compliance with the Constitution under the principles of public administration, should be adhered to in order to shun gender oppression, such as the exception of women participation in strategic decision-making, transparency, accountability, equity, efficiency, partnership as well as accessibility, as this can hinder good governance.

However, there was no significant relationship between professional skills and gender inequality in public service delivery ($p=0.911$) due to the vast choices of career and existing opportunities. According to World Bank (2012), the performance registered by women in the education sector is relatively high as compared to that of men. Educational statistics show that beside few countries that register low-girl intakes in education facilities, girls are generally catching up with the boy-child in the education field. For secondary education, the same countries still register a high girl-child enrolment as compared to the boy-child. As for the tertiary education systems, the same results are registered with the number of enrolment between the two genders. Development of skills offers a channel of broadening choices of occupation, but however high numbers of

women that are training for various occupational roles do not automatically take up the occupations and result in high numbers of women being employed within the same occupations than what they may have trained for, (OECD, 2012)

The regression equation for the effect can be stated as: $Y = -0.663 + 0.21X_1 + 0.445X_2 + 0.394X_3 + 0.399X_4 + e$.

CONCLUSIONS

The rising rates of women employment and participation in formal labor has increased within most societies due to their education level and women empowerment programs, which has majorly contributed to equality between both men and women. In conclusion, the study proved that gender inequality in professional skills acquisition has little effect on public service delivery in Nyeri County. Studies have shown that women are marginalized in key decision making positions through practice, attitudes and gender stereotypes that are deeply entrenched in the country's traditional culture. Representation and participation of women in decision-making is central to ensuring transparency and holding governments accountable for their commitments. In conclusion, the study showed that there is need for women empowerment and capacity building.

In conclusion, both men and women should be given equal treatment through the accessibility of human development and empowerment in the workplace. Code of ethics should be adhered to in order to shun gender oppression, such as the exception of women participation in strategic decision-making, transparency, accountability, equity, efficiency, partnership as well as accessibility, as this can hinder good governance. Political goodwill is a key factor in ensuring gender equality in the society such as inclusion of women in the top management position and elective seats in the government and also in private institutions. Constitutional provisions for gender equality had significant influence on Public Service Delivery in Nyeri County.

RECOMMENDATIONS

The department of public service management should ensure constant training of staff in order to have a good balance of men and women included in decision making level. The County Government of Nyeri should ensure that all statutory provisions and articles of constitution that support gender equality are adhered to or complied with.

The County Government of Nyeri should promote and practice good governance which creates equal opportunities for both men and women and also alleviates the limited participation of women in decision making positions. The County should legislate policies that promote and upheld gender equity, equal rights, responsibilities and opportunities for men and women in public service.

The County Government of Nyeri should research on policies, case studies and existing statistics on gender equality and empowerment of men and women and particularly how they have been

marginalized by their cultural practices. This will enable both men and women to access, contribute and participate equally in their full potential in public service delivery.

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