EFFECTS OF THE CHANGING GENDER ROLES ON THE FAMILY: A CASE STUDY OF CITAM WOODLEY, NAIROBI COUNTY, KENYA.

BY

WINFRED E. NYANCHOGA

THIS DISSERTATION IS SUBMITTED IN PARTIAL FULFILLMENT OF THE REQUIREMENT FOR THE AWARD OF A MASTER OF DEVELOPMENT STUDIES (MDS) FROM ST. PAUL'S UNIVERSITY

AUGUST, 2016

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SUPERVISOR: REV. DR. LYDIA MWANIKI

AUGUST, 2016.

ST. PAUL'S UNIVERSITY

DECLARATION

This dissertation is a product of my own work and is not the result of anything done in collaboration. It has not been previously presented to any other institution. I agree that this dissertation may be available for reference and photocopying, at the discretion of the University.

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ABSTRACT

The early typical gender roles of marriage placed the husband as breadwinner and protector while the wife was a homemaker and mother. In the 20th and 21st century, studies have revealed significant changes in gender roles due to economic and socio-political changes that have significantly impacted on the family structure and relationships. The purpose of this study was to assess how the family structure, bonds and relationships are impacted on by changes in gender roles and the role the church is playing in addressing these changes. In addressing these problematic issues this study was guided by three major objectives based on factors that affect the changing gender roles in the family; the effects of changing gender roles on the family structure and relationships; and the role of the church in addressing these changes. The research employed a case study design and adopted both purposive and snowball sampling techniques to derive a suitable sample for the study. The research used interviews, Focus Group Discussion and questionnaires to gather data from members of the various family structures that attend church at CITAM Woodley. The process of data analysis began with the interview; and then documents were read in a recursive and dynamic description to provide strong evidence of issues and factors on the assessment of the effects of the changing gender roles on the family in CITAM Woodley. It was established that factors such as education and economic empowerment contributed significantly to changes in gender roles, family structure and relationships. The changing gender roles also impacted on the family structure and relationships. There were the negative aspects resulting from the changing gender roles such as divorce and separation but the study also established that there are positive aspects including occupational mobility of women, taking of leadership roles and more income for the family. Furthermore the study found out that the church institution came up with several coping strategies such as counseling to assist it members in coping with the changing gender roles. The study recommends for a strong church based support system to for counseling of church members in CITAM Woodley; member education and policy formulation on gender roles and creation of awareness amongst church members in order to help shape their perception and attitudes towards changing gender roles and their effect on family bond, structure and relationship.

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ABBREVIATIONS AND ACRONYMS

CITAM:	Christ Is the Answer Ministries
SDGs:	Sustainable Development Goals
UNESCO:	United Nations Educational, Scientific and Cultural Organization
WHO:	World Health Organization
UNESCO GMIF:	UNESCO's Gender Mainstreaming Implementation Framework
USAID:	United States Agency for International Development
UNDP:	United Nations Development Program
PMI:	Pace Setting Men of Influence
FACE:	Family Care Enrichment Ministry
MCCG:	Marriage Couples Care Groups
WM:	Women Ministry
NACOSTI:	National Commission for Science, Technology and Innovation

CHAPTER ONE
INTRODUCTION

1.0 Introduction

This chapter generally offers information on the background of the assessment of the, causes, effects of changing gender roles on family in the global, African and Kenyan contextsbut more specifically within the context of families in Christ Is the Answer Ministries (CITAM) Woodley, Nairobi. This will help to specifically identify and focus the research problem that the study seeks to find answers to. This background widely covers issues of gender, sex and the changing gender roles and also establishes the objectives, the purpose, justification, significance, scope, limitations and delimitations and assumptions made for this study.

1.1 Background to the Study

The World Health Organization (WHO, 2014) defines gender as the socially constructed roles, responsibilities, identities, attributes and expectations assigned to men and women; and the word sex as the biological and psychological characteristics that define men and women. According to Connell (1994), these include ideas such as men should take risks, endure pain, remain tough or stoic or should have multiple sexual partners to prove that they are masculine or "real men." Connell (1994) further argues that masculinity refers to multiple ways that manhood has been defined socially across the historical and cultural context and to the power differences between specific versions of manhood. "Male" and "female" are therefore categorized under sex, while "masculine" and "feminine" are categorized under gender. The notion of real men is deeply rooted in what the United Nations Advancement of Women (2003) describes as patriarchy; the historical power imbalances and cultural practices and systems that aggregately accord men more power and material benefits in society, such as higher wages at work, and guaranteed informal benefits such as domestic service from women and girls in the family. Consequently, this notion has resulted to United Nations Education, Scientific and Cultural Organization's (UNESCO) commitment to promoting gender equality across its mandate and its establishment as one of its two global priorities (UNESCO, 2009).

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United Nations Education, Scientific and Cultural Organization's (UNESCO)Gender Mainstreaming Implementation Framework (UNESCO GMIF) of 2002-2007 (2003) contrasts this description of patriarchy with the basic biological and physiological differences between males and females, which are referred to as secondary sex characteristics. These characteristics according to UNESCO GMIF (2003), result to changes in gender roles over time as well as to the differences in these roles from one culture to another. As such, aspects of gender may vary broadly and considerably in different human societies and cultures. According to WHO (2014), there exists a complexity in the understanding of what is meant by the term "gender", and how it differs from "sex". In actual sense, these two words are often used interchangeably by mistake; thus taking on a meaning or conveying a meaning that is different from what is expected. For example, Chapter Four (Bill of Rights) in the Constitution of Kenya declares that "the state shall not discriminate directly or indirectly against any person on any ground, including race, sex, pregnancy, marital status, health status, ethnic or social origin, color, age, disability, religion, conscience, belief, culture, dress, language or birth" (Constitution of Kenya, 2010). Whether or not the drafters of the constitution envisaged the meaning of the word sex and how it differs from the word gender, in the spirit of this declaration, the use of the word 'sex' is expected to take into account gender discrimination.

Reeves and Baden (2000) generally define gender as the social and cultural construction and allocation of work or role on basis of biologically determined category of male and female. Previously, gender were clearly defined in most societies with men having been assigned the role of husband, breadwinner and protector of family and the women assigned the role of wife, mother and homemaker. In this regard, men were to look for jobs while the women were to stay back home and take care of the household duties like taking care of the children, cooking and many others at home. Many scholars argue that the eighteenth century was a transitional period in understanding gender roles. During the enlightenment era values of equality, fraternities, and liberty, were applied to all humanity, including women. Psychoanalytic scholarship of this era such as Sigmund Freud viewed women as deformed and subjected them the traditions of sexism and male power. Scholarship on materialism and gender such as The *Origin of the Family, Private Property and the State*, by Friedrich Engels provided the first materialist explanation of the historical evolution of the family. It is argued

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that man seized the reins power in the house and the woman was degraded and became the slave of the man and a mere instrument for breeding children. This lowered the position of women. Thompson (2005) asserts that this remained the trend in the first half of the 21st century with men dominating jobs in industrial and corporate settings. In fact, if a woman got a job in this age; the best she could be was a teacher, a 'doctor's hands maid' (nurse), a secretary or a junior librarian (Wharton, 2012). Men who allowed their wives to work were thought of as failed cases in regard to their 'provider' and 'protector' roles and women who went out to work were also thought of as failed cases in regard to their 'wife, mother and homemaker' roles.

However, due to the constantly changing economic and socio-cultural environments, things have become quite different. Contemporary urbanization, education, employment, legal requirements, democracy have greatly contributed to a different view of gender roles by both men and women. The contemporary woman and man is educated, urbanized and working to make a livelihood. Rose (2001) in what she describes as the dawn of discontent ascribes this to the zeal full desire of women to break free from the yoke of social gender norms. Research shows that the woman has slowly but surely emerged as a key contributor to the general economic development of the world. For example, according to Lee (2009) Vietnamese women have been playing a key important role in economic development for a long time.

Due to the social and cultural constraints of a patriarchal society, rural women were excluded from some kinds of work, especially those which consist of cultural meanings, for instance, art woodcarving industry or grass thatching of houses such as among the Kamba, Luhyaand Abagusii community of Kenya. Under the changes of economic and social conditions, women are increasingly engaging in roles and occupation traditionally reserved for men; thus changing gender roles is becoming an issue in society mostly in the developing countries like Kenya, especially in the postmodernist era where today's women are still responsible for building the home yet getting adversely affected by harsh socio-economic times on one hand and the empowerment of women towards have an equal status with men on the other hand.

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Changing gender roles is an issue that affects both men and women in Kenya. Women today are becoming empowered and are taking roles of family heads based on higher income power and in some instances disrespecting their mates leading to collapse of marriages. More than half a billion women have joined the workforce over the last 30 years and now account for more than 40 percent of workers worldwide, World Bank (2011).It is therefore necessary that both men and women participate in gender mainstreaming which is the process of assessing the implications for women and men.

The Constitution of Kenya (2010) article twenty seven supports the idea of gender mainstreaming and confirms that every Kenyan has inalienable right, no matter his or her socio economic status, to basic education. The empowerment of the woman in public positions in the recent times in Kenya leaves her to walk around with the notion that the homemaker and provider roles can be shared between her and the man or reversed all together. She fails to understand that traditional roles play greater role in the overall satisfaction of the marriage than she dares to accept. Kenya Daily Nation (January 17,2015) the article entitled "should we rethink traditional wife-husband roles?" revealed that research conducted in Washington shows that couples who take up their traditional roles in marriages are generally happier in and with the marriage compared to those who strive for the contemporary 'equality' in marriage. The article emphasizes attitude change as traditional gender roles will not change drastically. Women and girls today are still expected to perform traditional role in addition to their modern ones including paid employment for women and schooling for girls.

In Kenya some of these factors are noted as the major triggers to changing gender roles. These are education, economic empowerment of women, influence of Christianity, urbanization and constitutional development (USAID-women-empowerment-Kenya, 2015).It is in this context that this study seeks to find out the role of the church in addressing the changes in gender roles and the resultant effects on family structure and relationships. Membership in CITAM church Woodley reflects change of roles lifestyles in the represented families. The church has begun the MCCG (Marriage couples care groups of all married couples), young adults and singles above twenty five and not married, widows and widowers care groups to help address the current issues related to changing gender roles. It is for this

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reason that CITAM Woodley becomes important in the study as it will be necessary to unravel its role in addressing some of the challenges associated with changes in gender roles.

1.2 Statement of the Problem

Discussions and studies on gender, gender equality, gender inequality, sex and other gender related issues have taken prominence in social sciences of the 21st century such that many western scholars propose that gender divisions have become a basic social relation (Voorman, 1997). For this reason, gender equality and or inequality is as important as class or economic change in understanding social reality; even to the point that it formed the matter of the third Sustainable Development Goal (SDG 10) and the SDG 5 to promote gender equality and empower women (UNDP, 2000). In western philosophy Heraclitus (535-475BC) is said to have stated that change was the only permanent thing in the world. The SDG 5 requires nothing short of change in the position of both genders in terms of socio-cultural and economic norms. According to Lewis (2010), there are emerging new patterns and structures of family formation and relationships which are giving rise to new gender issues and the need for a new look into family livelihoods. These dynamics of changing gender roles have possible far reaching implications on the prospects of the modern day family as it faces challenges in establishing a structural foundation and direction for holistic growth and development. According to Karani (1987) education among other factors contributes to changing gender roles in Kenya. Education prepared women for professional roles and hence uprooted them from traditional roles associated with traditional societies.

Studies on gender roles by Wicox and Nock (2006) and Creighton*et al.,* (2006) argue that despite many years of feminist activity on gender balance, the progress had been quite slow and in some cases, women unlike men were still being treated as inferior and deprived of opportunities for education and meaningful employments and that there were still persistent cultural practices and attitudes as well as traditional roles encouraging gender inequality.

This therefore makes it necessary to critically look at the effects of changing gender roles on the family livelihoods, bonds, structures and relationships today. Society is embroiled in what constitutes masculinity and femininity and what appropriate roles are for each gender. Therefore this redefinition of gender roles has affected families as pointed out by Baslwick

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(1987). Traditionally the man was responsible for heavy labor and provided for the family (Benard 1987; Aweda 1984 and Silber Schmidt, 1999).Women were to oversee domestic chores. These gender roles were learnt through socialization (Davidson and Moore, 1986).More important is being able to pinpoint the gender roles that have changed in recent years in Kenya as women and men alike have taken into what were traditionally seen female and male exclusive roles. The reaction by both men and women to these changes in gender roles causes both negative and positive effects on the family bonds, structure and relationships. This study therefore focuses on effects of the changing gender roles on the family with reference to CITAM-Woodley church in Nairobi County, Kenya.

1.3 Research Objectives

The overall objective of this study was to assess the effects of changing gender roles on family structure and relationships in a case study of CITAM Woodley; Nairobi County. The objectives of this study were to:

1. Assess factors that contribute to the changing gender roles at CITAM, Woodley.
2. Establish the effects of changing gender roles on the family bonds, structure and relationships at CITAM, Woodley.
3. Analyze the role of the church in addressing the effects of changing gender roles on family bonds, structure and relationships at CITAM, Woodley.

1.4 Research Questions

1. What are the factors that contribute to the changing gender roles in family at CITAM, Woodley?
2. What are the effects of changing gender roles on the family bonds, structure and relationships in CITAM, Woodley?
3. What role does the church play in addressing the effects of changing gender roles on the family bonds, structure and relationships at CITAM Woodley?

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1.5Purpose of the Study

The purpose of this study is to assess how the family structure and relationships are impacted on by changes in gender roles in a case study of CITAM Woodley, the role the church is playing in addressing the effects of the changing gender roles on the familybonds, structure and relationships.

1.6 Justification of the Study

It is important to conduct this study to help bring out the challenges that present day families are undergoing in the advent of ever changing gender roles occasioned by equally changing socio-economic status in CITAM Woodley.

The findings of this study are significant to the church as an institution that is mostly in contact with the family and often acts as a mediator in many family issuesin terms of policies and interventions; chiefly on matters concerning family bonds, structure and relationships. There is very little research that has been done using a church organization as a case study, yet the church plays the central role of instituting the family unit as well as in safeguarding and guiding family values and morals…. The study has great importance in creating understanding in the family as unit undergoing changes in gender roles. The government will also benefit from this study in defining gender roles and ensuring equity and equality in the family systems. Through the findings of this study gender policy makers will take measures in addressing the challenges that affect changing gender roles in the community. The consequences of the changes in gender roles and the on the family are addressed in this study. Similarly, the outcome of this study acts as a path finder and source of literature review for other researchers. This will contribute to the knowledge base on the gender roles, effects and changes in family structure.

1.7 Scope of the Study

The study centered its focus on CITAM Woodley because of the membership that was drawn from a wide catchment area and covered various social categories. The target population consisted of all the members of CITAM, Woodley and the accessible population consisted of the registered families in CITAM Woodley. A sample was picked from the families through

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simple random sampling and purposive sampling. Data collection from respondents was by use of semi-structured and open-ended questionnaires, focus groups and interviews especially with a focus on gender roles in order to come up with solutions to the research questions.

1.8 Limitations of the Study

The study adopted descriptive research design, involving the use of semi-structured and open ended questionnaires as the primary method of data collection and Focus Groups. It basically involved a preliminary assessment of the effects of changing gender roles on family structure and relationships in a case study of CITAM Woodley. The study sample comprised of a small proportion of the registered family members in CITAM whose family and relationships are affected by the changing gender roles.

The data collection was confined to CITAM Woodley by the researcher's choice of topic and also by constraints in time and financial resources that would allow collection of data from other CITAM churches across the country. CITAM being a Christian organization some respondents withheld information on the effects of changing gender roles. However the researcher used Focus Group Discussions to arrive at different perceptions of the respondents.

1.9 Assumptions of Study

The study was carried out under the following three assumptions:

- That there is a need to carry out a study on the assessment of the effects ofChanging Gender Roles on Family structure and relationships in a Case Study of Families in CITAM Woodley, Nairobi.
- That sample chosen for study is appropriate to represent thefamiliesaffected by changing gender roles in CITAM Woodley Nairobi.
- That all respondents willingly participated in the study by being honest in giving their responses in questionnaires and interviews.

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1.10 Definitions of Key terms

Family structure and relationships: This refers to how the family is organized according to roles, rules, power, hierarchies and patterning.

Gender: Gender is broadly defined as a range of characteristics of femininity and masculinity. Depending on the context, social roles as in gender roles or gender identity.

Masculinities: This term refers to many socially constructed definitions for beinga man and that these can change over time from place to place. The termrelates to perceived notions and ideals about how men should or are expected to behave ina given setting.

Sex: The term refers to the biological state of being male or female

Gender Equity: The effort or act of distributing resources, roles and responsibilities between men and women fairly based on their respective situations and needs.

Gender Equality: the act of treating women and men equally: Gender equality does not imply that women and men are the same, but that they have equal value and should be accorded equal treatment.

Gender Identity: the gender a person self-identifies as. One's biological sex is directly tied to specific social roles and expectations.

Gender Inequality: The unequal treatment or perceptions of individuals based on their gender arising from differences in socially constructed gender roles as well as biologically through chromosomes, brain structure, and hormonal differences

Gender Roles: These refer to the learned behaviors in a given society or community or other special group. They condition which activities, tasks and responsibilities are perceived as male and female. They are affected by age, class, race, ethnicity, religion and by geographical, economic and political environment. Changes in gender roles often occur in response to changing economic, natural or political circumstances, including development efforts.

Role: The behavior expected of an individual who occupies a given social position or status

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1.11Summary

This chapter provided background information, statement of the problem, research questions, and research hypothesis, purpose of the study limitation and delimitations of the study and finally the operational terms that were applied in the study.

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CHAPTER TWO

LITERATURE REVIEW

2.0Introduction

This chapter is about the review of empirical and theoretical literature. It reviews the findings and studies as well other relevant literature on changing gender roles in family livelihoods in the contemporary world. According to Mugenda&Mugenda (2008) literature review entails place, identification of literature for the topic being investigated and the analysis. The chapter also identifies the knowledge gap that forms the basis for this study.

2.1 Empirical literature review

2.1.1 Meaning of Gender

According to Mari (2008) gender refers to the socially constructed roles, responsibilities, identities and expectations assigned to men and women. This is contrasted the fundamental biological and physiological differences between males and females. Gender roles differ between cultures and communities and over time. Every society seems to categorize its members on basis of gender. Gender roles refer to the 'social definition' of women and men. They vary among different societies and cultures, classes, ages and during different periods in history.

Moore (1987) observation shows that gender roles are constructed by people and not by biology. He argues that gender roles are "socially learned behaviors and expectations associated with being female or male". Gender-specific roles and responsibilities are often conditioned by household structure, access to resources, specific impacts of the economy, and other factors such as ecological conditions. Moore continues to observe that there is resistance and conflict over new gender roles and changing new rules in the family. Many families struggle with balancing of responsibilities on who works inside the house and who works outside home. This notion remains a challenge in many family households as the contemporary world is developing very fast and families are competing to improve their family structure and relationships.

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2.1.2 Gender relations and Roles in context of some traditional African societies

According to Kaberry and Chilver (1967), Wipper (1984), Amadiume 1987 and Moore (1988) the role of women in the political sphere differed from society to society. In ancient societies such as Igbo of Nigeria and Kom of Cameroon women played an important political role of decision making. In the ancient Songhai Empire and Congo the aspect of gender equality was seen in the role that women played in military and in empire building. In the Swazi Kingdom of southern Africa women played an important role in the selection of the kings and in particular the Queen mother checked the authority of the kings and in land distribution.

2.1.3 Changing Gender Roles in Kenya

In the context of pre-colonial Kenya gender roles among the various societies were socially constructed. Muriuki (1974) discusses the role of culture in constructing gender roles. The division of labor in agricultural Kikuyu society was determined by traditional norms and customs of patriarchy.

During the colonial period gender roles were to be determined by the colonial laws and legislations. The land alienation made women more dependent on men hence promoting patriarchy. Women lost land to grow indigenous foods; Colonialism also compromised the economic independence of women. The introduction of wage labour and casual labour according to Mbilinyi (2007) affected women's roles in the household economy as women took more responsibility in the household. The introduction of cash crop economy also contributed to changing gender roles as men took control of cash crop economy and women remained in the subsistence sector. Colonialism therefore led to increased exploitation of women labor, decreased their autonomy and increased their dependence on women.

During the independence era several factors such as education employment opportunities, Christianity and urbanization have contributed to changes in gender roles (Fatuma and Sifuna, 2007).Ndeda (2005) and Krestzeshmar(1991) argue that church has not been keen in addressing gender issues among its members and church hierarchy. The church oppresses women in its ranks and the subordination of women in the church and outside is not

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addressed. Women are known to under participate in almost all areas of the economy as compared to their male counterparts.

2.1.4The under-representation of women in decision making role

Scholars such as Oakley (1981), Silvard (1985), Nzomo (1994), Matembe (1996) and Nzomo (2003) argue that women are invisible in decision making positions at global and regional context. This is because of structural impediments at both national levels and due to poor democratic governance. These scholars have cited various international organizations such as the United Nations where women play subordinate role in decision making. However these scholars show little or no analysis of the changing gender roles in the family which is the subject of this particular study.

2.1.5Politics and Gender Relations

The following scholars Mama (1996), Waylen (1996), Tripp (2000), Poluha (2002), Nyakwaka (2012)Choti (2013) interrogate how political process alters gender relations and gender roles. These scholars argue that African politics and political process tend to domesticate the role of African women to the private sphere. When it comes to the public sphere the role of women remains peripheral as political mobilizers for men remain major political players.But there is lack of attention as to why women are not active inpublic issues such as voting and membership in political organizations such as political parties.

2.1.6Gender Roles and behavior patterns in households

Risman (1998) argues that men and women have developed very different personalities that are reflected in their roles; women are nurturing while men are competitive. Meyers-Levy's (1988), Hupfer (2002) and Putrevu (2001) argue that the male role is characterized by concern for self, while the female role is communal and embraces self and others.Parsons (1964) states that traditional gender roles create hierarchies in families; husbands embrace the role of providing for the family and wives embrace the role of meeting the everydayneeds of the family members. Janeway (1971), Connel (1987), Allen and Walker (2000)argue that traditional societies across Europe had hierarchized gender roles that begun to change after the Second World War due to the empowerment of the traditional woman.

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Epstein (1988) argues that men and women behave differently because of their different roles and positions in organizationsand in families. West and Zimmerman (1987) argue that gender issomething we do and hence it creates differences in behavior patterns. Connell (1987) and Risman (1998) also argue that women behave in ways that support male privileges in family while Commuri(2000); Risman(1998) and Becker (1965) explains behaviors of men (husbands) and women (wives) in consumption and production roles within a household that also affect their behavior pattern.

Cunningham and Green (1974) and Ceresino (1985) argue that in the 1970s and 1980s roles within the family begun to change when women entered the outside domain of work. Women begun to abandon traditional gender roles in the family but Berk and Berk (1979), Meissner et al. (1975), Pleck and Rustad (1980), Robinson (1977), and Walker and Woods (1976) found husbands behavior regarding household production to be the same regardless of the wife's working status. For example, DeVault (1997) found that working wives reported doing more housework than single mothers did. While these studies provide empirical evidence on the subject it will be interesting to unravel further how the changing gender roles impact on family structures, bonds and relationships.

2.1.7 Gender and domestic labor roles

Shaw (1988) holds that despite the fact that women are making strides in paid work outside the home yet they hold primary accountability for household tasks which could be a reflection of a masculine hegemony. Allen and Walker (2000) and Ferree(1984) argue that men do not actively engage in domestic work and when they engage in domestic work wives often complain about the quality of husband's housework. Thompson and Walker (1989: 859) explain that, when women criticize their husbands' work in the household, they are protecting threatened territory. This implies that changing gender roles also contribute to conflicts at the family level and this study will interrogate this assertion.

According to World Bank report (2002) on27 transition countries in Eastern Europe and Central Asia suggested sharp increase in unemployment, suicide, mental illness and risk taking behavior among men in some of the less developed countries in the regionwho were affected by change in gender roles. These affected men were likely to have lossof status as

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bread winners which would cause them damaging effects on their male ego. This is due to so much of the masculine role definition by economic success in lieu of other traits."Gender roles limit what both males and females can do. In effect, these sex roles enslave us, forcing us to be what others want us to be."It also implies that changing gender roles also contribute to subordination of women.

2.1.8Gender Socialization

According to Firat (1994) the dynamic shifts in family and the nature of gender in post-modern society offer a multitude of interesting research questions that have not been investigated. Similarly Risman (1998: 133) note that boys are routinely socialized to learn to work in teams and compete, and that girls are routinely socialized to value nurturing. Crouter, McHale and Bartko (1993: 169) states that "housework is perhaps the domain of family functions in which ideas about gender roles are played out, debated, or suppressed". According to these scholars they found out in that fathers interact with sons more than with daughters. At the same time they found out that what is masculine in the household is changing due to the modified roles faced by boys growing up in single-parent households. To complement their findings, South and Spitze (1994) found that girls do much more housework than boys, especially in single-parent households. What stood out as a major research gap that needs urgent attention is the husband's household role in only male household that is occasioned by spousal death or separation.

2.1.9 Family Livelihoods

Connell (1987)analyses has established that in some milieus such as young professional and intellectual net works, in western cities domestic equity and shared household labor is now common sense. The questions on how to take on full time of babies depends on economic arrangements that make it affordable to any house hold (Connell, 1987).

Patriarchy is a cardinal concept defined by radical feminists of the second wave as a "system of social structures and practices, of which men hold power that dominates, oppress and exploit women" Wallby (1990:214). Historically, women's livelihoods in the traditional African societies were weak and insecure because their culturally determined roles were subordinated to men. Consequently their livelihoods did not emancipate them from the male

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dominance. Many African societies in the Kenyan context for example the Kikuyu, Luhya and the Luo among others believed that women's roles were confined to the domestic sphere of child, rearing, cooking, and other house hold chores Muriuki (1974). The manifestation of poverty and vulnerability was high among women as compared to men. This is because of lack of capability and equity accorded to women in a male dominated society Gordon and Chambers (1991).

The role of modern ideas including Christianity has contributed to changes in gender roles. The enforcement of gender equality and equity in the Church through its teachings is giving women more opportunities for development in the society. Through these teachings women are boldly participating in governance decision making and other leadership roles that will help to bring transformation. This has therefore contributed to women education and empowerment through sustainable livelihoodsHadebe (2009).Before men have been seendominatingand controlling most cultural institutions like religious centers, churches amongst other institutions.

2.1.10 Impact of changing gender roles on family structure and relations

Olah , Richter and Kotowska (2014) focus on the changes on gender roles and impact on the family structure and relationships. These scholars argue that modernity, longer periods in schools and pressure of work is leading to smaller families as well as delay in child bearing. They also argue that new gender roles put pressure on the family bonds and relations and hence family separation and divorce. As family members seek better paying jobs and education the stability of family ties and relations is threatened. For example women seeking higher education and better paying jobs delay child bearing and this sometimes is not well received by their partners (Olah,Richter and Kotowska,2014). This analysis is important for understanding how changes in gender roles affect family structure and relationships in CITAM Woodley.

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2.2Theoretical Literature Review

2.2.1 Historical development of gender relations and roles

Most scholars argue that the theoretical studies on gender and gender roles date back to eighteenth century which was a transitional period in understanding gender and sexuality. It was during this period that the groundwork was laid for the creating gender categories based on natural differences between male and female. In the nineteenth century there was the belief that gender category was based on biological differences between men and women.

2.2.2 Enlightenment and gender

Of particular importance in this period was the rise of Enlightenment values of equality, fraternity, and liberty, which many female thinkers argued needed to be applied to all humanity, including women. Scholars such as Caral (2001) argue Enlightenment philosophy of people such as Rousseau contributed to the elevation of women in society (Carla, 2001:45).

2.2.3Materialism and gender

In *The Origin of the Family, Private Property and the State* (2000), Friedrich Engels provided the first materialist explanation of the historical evolution of the family and gender roles. The key point is that there was a transition from matriarchy to patriarchy. The overthrow of matriarchy, according to Engels led to subordination of women. The man seized the reins in the house and the woman was degraded and became the slave of the man and a mere instrument for breeding children.

2.2.4 Contemporary Feminist Theory

Scholars such as Bristor, Julia and Fischer (1993) argue that feminist theory is woman-centered and interdisciplinary, and it actively promotes ways to achieve social justice. Feminist theorists question the differences between women, including how race, class, ethnicity, and age intersect with gender. In sum, feminist theory is most concerned with giving a voice to women and highlighting the various ways women have contributed to society.

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Historically, feminist activity has paralleled liberation events, including the American and French Revolutions, the abolitionist movement in the 1830s, the mobilization for suffrage in the early 1900s, and the civil rights movement in the 1960s and 1970s. These historical movements of feminism are referred to as *waves*. First-wave feminism-including the first women's rights convention, which was held in Seneca Falls in 1848, the passage of the 19th Amendment gave women the right to vote in 1920. Second-wave feminism of the 1960s and 1970s and the third-wave feminism of today emphasize a variety of issues, including the growth of feminist organizations and publications and the increasing numbers of feminists in government, the educational system, and other professions.

Cultural feminists look to the different values associated with womanhood and femininity (e.g. caring, cooperation and pacifism) as a reason why men and women experience the social world differently. Other feminist theorists believe that the different roles assigned to women and men within institutions better explain gender difference, including the sexual division of labor in the household. Existential and phenomenological feminists focus on how women have been marginalized and defined as the other in patriarchal societies. Women are thus seen as objects and are denied the opportunity for self-realization.

Liberal feminists argue that women have the same capacity as men for moral reasoning and agency, but that patriarchy, particularly the sexist patterning of the division of labour, has historically denied women the opportunity to express and practice this reasoning. Women have been isolated to the private sphere of the household and, thus, left without a voice in the public sphere. Even after women enter the public sphere, they are still expected to manage the private sphere and take care of household duties and child rearing. Liberal feminists point out that marriage is a site of gender inequality and that women do not benefit from being married as men do. This theory has been criticized for being too theoretical, abstract and western oriented with little relevance to African cultural context(Ritzier and Smart, 2009). .

2.2.5Theories of gender oppression

This theory argues that not only are women different from or unequal to men, but that they are actively oppressed, subordinated, and even abused by men. Power is the key variable in the two main theories of gender oppression: *psychoanalytic feminism* and *radical feminism*.

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Psychoanalytic feminists attempt to explain power relations between men and women by reformulating Freud's theories of the subconscious and unconscious, human emotions and childhood development. According to Stacy (1965), radical feminists argue that being a woman is a positive thing in and of itself, but that is not acknowledged in patriarchal societies where women are oppressed. They identify physical violence as being at the base of patriarchy, but they think that patriarchy can be defeated if women come recognize their own value and strength, establish a sisterhood of trust with other women, confront oppression critically, and form female separatist networks in the private and public spheres(Stacy, 1965).

2.2.6The Structural Functionalism Theory

This is defined as 'a theoretical orientation which proposes that a human society is like an organism in that it is made up of organs or structures called the social institutions. These social institutions are specially structured such that they carry out or perform different functions on behalf of the society. In its role, structural functionalism theory attempts to provide an explanation regarding how human society is organized and mainly, what each of the various social institutions does as its work in order for society to continue existing.

The theory can be traced back to the 19th century, by thoughts and the literary work of individuals such as Talcott Parsons (1964) and Emile Durkheim (1982) and others, who in order to understand the human societies, began to compare a society to an organism such as animals. This organisms, have structures known as organs, for example the heart, liver, eye, skin and others they carry on the functions of the whole organism. This formed a good model that could assist in understanding how the human society is structured, maintained and sustained by the organs in it known as the social institutions.

This theory holds that like an organism the human society is organized into social institutions e.g. family, the church and the school among others. These institutions have different structures and also mandated to carry out a given specific or specialized function in the society. These social institutions are interrelated, interconnected, and interdependent and thus they form a mutual system able to maintain the whole that is the human society hence affects each other. For these institutions to be sustained and continue to exist in a desirable manner, all the institutions must maintain order and stability by recognizing and obeying a legitimate

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authority that has been agreed upon. This theory has been criticized for not dealing with societal change and conflict and inequalities in society.

2.2.7Symbolic Interaction Theory

This is defined as a theoretical orientation which contains assumptions proposing that the social world is made up of symbols which human beings use as a means of interaction. It assists to explain and understand how people relate with other human beings and what is used in facilitating relationships between individuals and groups of people in society.

It originated in the early 1900s by the ideas of Weber (1864 - 1920), whose work began to compare the human beings to actors on a play stage. Whatever each person (actor) is doing in society is likened to playing or performing a role in a play scene on that stage (social world). Later Mead (1863 - 1931) came in and introduced a more focused dimension to Weber's idea by suggesting that human beings do not act individually on the social world stage, but interacts between each other, reacting to each other on that stage. People are not lone actors in a drama set on the social stage, the society, but they are integrators. They meet, affect and relate to each other on the same stage. Therefore what is seen on that stage is a lot more complicate picture in which everyone exposes their personalities, behaviors, likes and dislikes responses, expectations, relationships and a host of other tendencies. Other contributors include; Cooley (1984 - 1924) who is recognized for his self-looking glass theory, Goffman for what he referred to as civil inattention and dramaturgical approaches to social behavior (Coser,*et al*, 1983: 6-20; Gelles and Levine, 1991: 69).

In order to interact, individuals need to communicate with others through the use of symbols. The term symbols, and hence symbolic was added to George Herbert Mead's interaction idea by Blumer (1938, 1969). Symbols according to Blumer (1938, 1969) are the most valuable means of interaction. They include language- spoken and written,gestures art – especially drawings, paintings and carving, Signs music and drama.

2.2.8The Conflict Theory

This is a theoretical strategy which emphasizes the existence of opposing forces or competing interests in the life of an individual(s), groups of people e.g. organizations, social

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structures, institutions and their functions and society as a whole. Individuals, groups of people and structures in the human society are rarely in consensus but are characterized by constraints, disorder, disharmony, instability, disequilibrium and disagreements.

This theory is from and was inspired by the writings of a number of writers starting with Marx (1818 - 1883). Marx began by showing and explaining why and how they would emerge disagreement, disorder disharmony and so on, in the society if there occurs a state of unequal economic resources. There would be conflict in society arising from struggles to attain whatever the individuals in society-the social actors-may consider as desirable for their wellbeing e.g. wealth, power, influence, prestige higher social class and other opportunities in the society, yet the feel being denied. In other later years writers like Max Weber (1864 - 1920), Simmel (1858 - 1918) and Dohrendorf in 1959 made valuable contributions to Marx's conflict theory. Both Weber and Simmel added the aspects of power and privileges to Marx's list of scarce social economic resources as factors which are potentially able to bring about conflict in society. Dohrendorf, in 1959, stressed that change and conflict are inherently part of the social life, whether it is in corporate, political or economic arenas. In all of them, there exists a perpetual struggle for power and authority and what may appear as a nicely functioning whole supported by its structure, is actually a continuous struggle of antagonisms.

The conflict approach as a way of explaining the human societies was also encouraged by the failure of the structural functionalism theory to consider or accept the possibility of change occurring in human societies. Change in many aspects of social life including structures and functions are inevitable as time goes on.

According to conflict theory members of a human society do not have the same or similar values, interests, expectations and even norms or standards as it vary according to one's position, privileges', abilities, class, wealth and other factors. Consensus or agreement tends to appear among those who share similar privileges, social status, resources and power. This differences churn competition leading to conflicts.

Because of the structural and organizational set-ups in society tend to divide the members; they are also likely to encourage unequal distribution of scarce but valuable resources,

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desirable opportunities, social positions, responsibilities and so on. Inevitably, divisions will emerge in society which can bring about feelings of denial, exclusion and jealousy is division in the social system thus opposition and conflict comes in.

Social institutions are constantly changing and have an effect on the whole society as well as other social institutions. Conflict will come up where change occurs in a situation where certain institutions are not able, unprepared to or even refuse to change.

A leadership system such as bureaucratic, social or political, are sometimes maintained through force, coercion and inducements. The top hierarchy will demand conformity to its values, ideas and expectations from those lower in the hierarchy by force, coercion and inducements. Meanwhile, cooperation and consensus are not part of the leadership makings. When social order is maintained thus, there is a great possibility for conflict to emerge in the system.

2.2.9Labeling Theory

This is defined as an orientation that shows and explains the basis upon which certain people/individuals in the society are seen to be different and given different names. The names are given by other members of society. They are based on how some individuals are perceived by others or how they portray themselves to the members of society. The names that someone is given upon interacting with others after seeing and knowing you are referred to as labels. Labels can either carry positive or negative connotations.

The two main personalities that are well recognized as having developed the labeling theory are Becker and Lemert. In the early and late 1960's they wrote lengthy on deviant behavior and who and what could be labeled as deviance and what the law enforcers such as judges and police considered as delinquent behavior among young offenders. Consequently society or groups within society viewed certain behaviors as deviant and those who engaged in such behaviors were labeled as "deviants", "queers" and so on. They would then be treated as social outcasts (Becker, 1963; Lemert, 1967).

Labels that are given or attached to individuals are mainly in form of names, tags and gestures. Labels can either be positive or negative. Thus they can either boost or depress

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someone's capabilities, self-image, self-identity, perception and even one's behavior. People develop labels about others during interaction and perceptions are formed. The perceptions the inspire the kinds of labels to be used on others based on specific factors like;- Ones character or behavior; physical appearance, personal ability and position, one's level of common sense, performance and achievement; ones' area of residence; ones tribe or race or even role in society.

2.2.10 Patriarchy

Historically, patriarchy has manifested itself in the social, legal, political, and economic organization of a range of different cultures. Historically, the term patriarchy was used to refer to autocratic rule by the male head of a family. However, in modern times, it more generally refers to social systems in which power is primarily held by adult men.

In Classical Greece literature Aristotle portrayed women as morally, intellectually, and physically inferior to men; saw women as the property of men; claimed that women's role in society was to reproduce and serve men in the household; and saw male domination of women as natural and virtuous.

From the time of Martin Luther, Protestantism regularly used the commandment in Exodus 20:12 to justify the duties owed to all superiors. 'Honor thy father,' was taken to apply not only to fathers, but elders, and the king. In the 19th Century, various women began to question the commonly accepted patriarchal interpretation of Christian scripture (Stohs, 1995).

Feminism defines patriarchy as an unjust social system that is oppressive to women. As feminist and political theorist Carole Pateman writes, "The patriarchal construction of the difference between masculinity and femininity is the political difference between freedom and subjection. In feminist theory the concept of patriarchy often includes all the social mechanisms that reproduce and exert male dominance over women. Feminist theory typically characterizes patriarchy as a social construction, which can be overcome by revealing and critically analyzing its manifestations.

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2.2.11 Theoretical application to the study

From the above discussion the study adopted an integrated theoretical approach that incorporates patriarchy theory to explain the male dominance in society. This theory was applied in this study to explain how culture and customs are used to assign roles between men and women. No other theory has been developed so far to explain the male dominance in the social, political and economic sphere of society other patriarchy. Moreover the theory is appropriate in explaining the contemporary male dominance that is rooted in the societal traditions (Malti-Douglas, 2007). The structural functionalism theory is applied to explain the structure of family and household roles and the changes that have taken place. In the context of CITAM Woodley the theory was applied to explain how family roles are affect family structures and relationships. The contemporary feminist theory was applied in the study to demonstrate the changes that have taken place in gender roles in the family.

All theories above have a close impact to the study however, in this research the operational or working theory was structural functionalism theory which is all about human society as an organism made up of organs/structures known as social institutions which perform different functions on behalf of society.

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2.3 Conceptual Framework

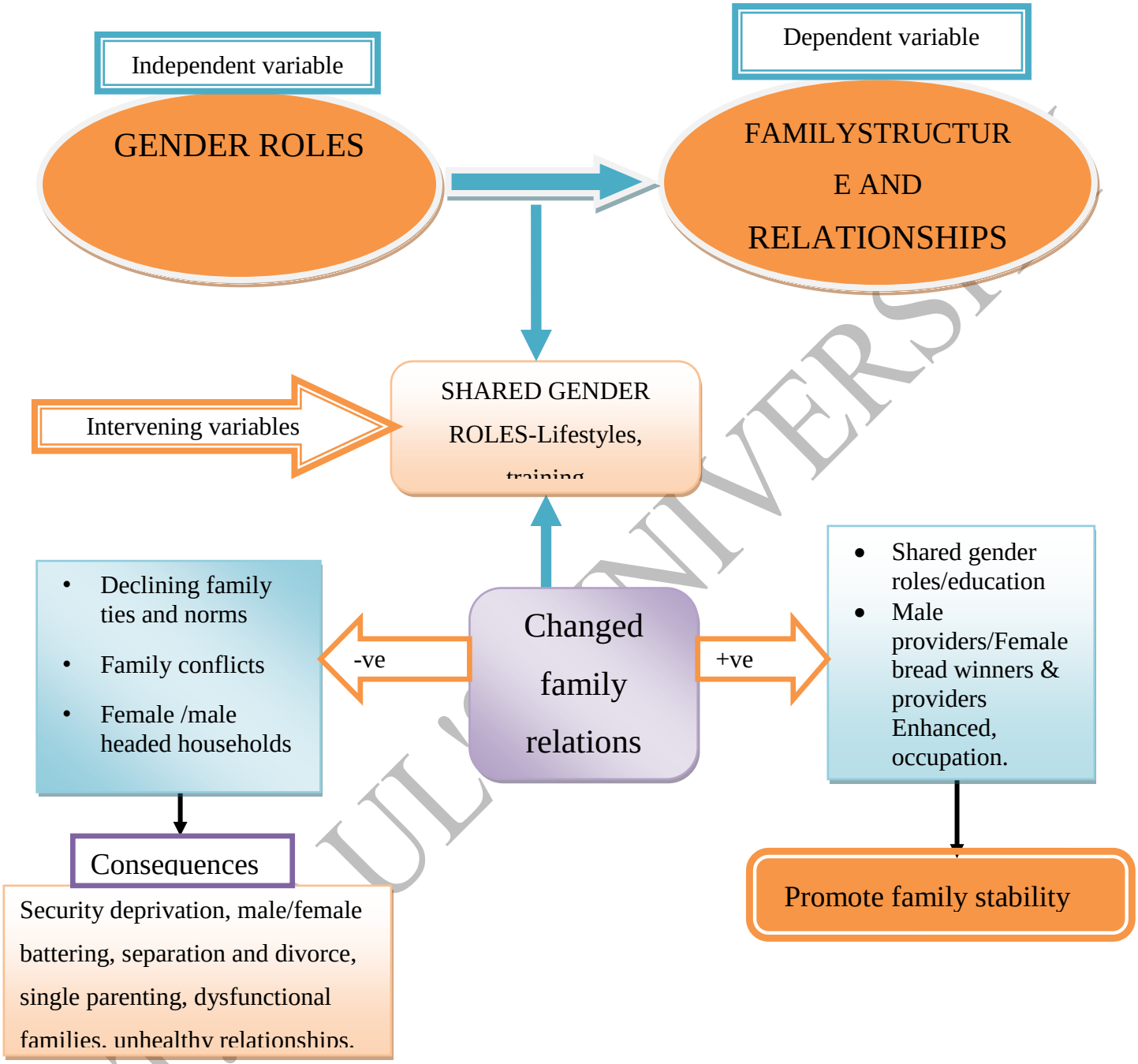


Figure 1: Schematic presentation of conceptual framework

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2.3.1 Conceptual Framework

The conceptual frame work was developed with an understanding of the importance of addressing an assessment of the effects of Changing Gender Roles on Family structure and relationships at CITAM, Woodley church.

Mugenda and Mugenda (2008) argue that independent variable is involved so as to determine how they affect other variables. In this study the gender roles and the depended variables are family relationships. Family structure and relationships is dependent on gender roles played by each party member in the family setting.

2.3.2 Variables

The conceptual framework above has gender roles as an independent variable that affectsthe family structure and relationships. This implies that changing gender roles in families contribute to either low or high rate of political, social, spiritual and economic development depending on how they occur. Therefore, family structure and relationships stands as a dependent variable that is determined by the changing gender roles. From the objective number two in chapter one, establishing effects of changing gender roles requires the analysis of the effect of independent variable to dependent.

We have intervening variables necessary to facilitate the achievement of the objectives. In this case, shared gender roles enhance the family structure and relationships on the basis of economic, spiritual political and social development.

2.3.3 Effects of variables

From the framework as analyzed above, when the independent variable; changing gender roles is well managed, it affects the family structure and relationships. People need to draw a big picture of what gender roles are contributing to the changes in the family. When intervening variables are involved, they foster the process of achieving the targeted objective of improved family relationships. The results from the intervening variables show both positive and negative impacts which affects sustainable development.

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2.3.4 Knowledge Gap

The literature reviewed demonstrated the existence of both empirical and theoretical gaps in understanding the impact of changing gender roles in household and their consequent impact.These are the gaps that this study sought to fill. Among these are the causes in gender roles and their implications in familystructure and relationships; the factors that contribute to changes in gender roles and the role of the CITAM, Woodley church in addressing the resultant effects on the family.

2.4Summary

The chapter has provided a review of both theoretical and empirical literature review. Major gaps have been identified that form the basis of this study.It has been established from the literature review that gender roles are dynamic over time and from culture to culture and impacts on the family ties, structures and relationships.

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CHAPTER THREE

RESEARCH DESIGN AND METHODOLOGY

3.0 Introduction

This chapter presents the research design and methodology that wasused in the study. The chapter is divided into eight sub sections: research design, location of the study, sample size and sampling technique, research instruments, pilot study, data collection techniques, data analysis and logistical and ethical considerations. It also describes the research instruments used, data collection and analysis.

3.1 Research Design

A case study design was adopted for this study to assess the effects of changing gender roles on families. The aim was to enable this study achieve its objective of understanding how the changing gender roles affected family relations, structures and livelihoods reference to CITAM Woodley Nairobi. It is also aimed at enabling the study to offer policy solutions at various levels.

3.2 Target Population

CITAM Woodley is located in Woodley area Kibera, on Joseph Kangethe Road, near the Jamhuri Telephone Exchange in Nairobi County. CITAM Woodley is congregated by several ethnic groups such as the Kikuyu, Luhya, Kalenjin, Kamba, Luo and Kisii among others.

The social classes constitute the upper class from the surrounding neighborhoods, lower class from the neighboring Kibera, and middle class who are the majority and different family structures such as single parent families and monogamous families. The target population for this study was drawn from the various family structures who now reside in the Woodley surroundings.The population target was drawn from two thousand regular members.

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3.3 Sample Size and Sampling Technique

Out of the two thousand membership of CITAM Woodley, two hundred and fifty (250) members were sampled for this research which represents 12.5 percent (Mugenda&Mugenda, 2008). The sampling frame included members from various family structures such as youth, single parent families and monogamous families. Purposive and snowballing sampling was applied for this study (McMillan, 2008; Mugenda & Mugenda, 2008). Members of the various family structures were purposively selected to form a focus group discussion. In addition, the church leaders were purposively selected and interviewed as key respondents.

3.4DataCollection Instruments

The following instruments were used for this study: individual and group interview guides, focus group discussions, questionnaires and document analysis guide in order to produce qualitative and quantitative (through tables) analysis information for this study.

3.4.1 Interview Guide

This study used interview guide for data collection from the church leaders and members of various family structures. In-depth unstructured interviews were used in order to understand the effects of changing gender roles on family bonds, structure and relationships at CITAM Woodley. The interview process had twenty groups of 4-5 people each. There were 18 groups of four people each and 2 groups of five people totaling to 82 respondents. This method was ideal because it created an opportunity for respondents to share and give their views.

3.4.2 Document Analysis

The study adopted document analysis in order to be able to study the effects of changing gender roles on family livelihoods at CITAM Woodley. McMillan (2008) states that documents supplement or verify data obtained from interviews and observations. The documents such as books, newspapers and minutes helped the researcher's advance understanding and unearth meaning of the study. It was also useful for triangulation of data

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collected. The information gathered from them enhanced the evidence needed to assess the effects of changing gender roles on family structures and relationships at CITAM Woodley.

3.4.3 Focus Group Discussions

This study employed focus groups as a principle means of collection of data. The Focus Group discussions were important since they promoted interaction and insights that would be less accessible without the interaction found in a group (Flick & Foster, 2008). Furthermore, focus groups were economically and practically efficient in terms of data collection from numerous participants, hence this increased the overall number of participants in a qualitative study (Krueger, 2000). The FGD process involved 21 groups comprising six people each. The total number of respondents was 126.In addition, the participants' interaction yielded important data (Morgan, 1988).In this respect, the main aim of the use of Focused Group Discussion was to enable the gaining of more views held by families and individual standpoints as regards the effects of changing gender roles of family structures and relationships.

3.4.4 Questionnaires

This study involved one hundred questionnaires issued by the researcher of which forty two were filled and returned. The questionnaires were edited, coded and presented for analysis in chapter four.

3.5 Pilot Study

A good research strategy required careful planning and a pilot study was a part of this strategy. A pilot study was carried out in CITAM Ngong. The pilot study addressed a number of logistical issues; weaknesses of the instruments, clarity of questions or items that the instructions are comprehensible and in line with the objectives of the study. Piloting also enabled early detection of flaws in administration of the research instruments. In general it helped to understand the context within which the research is to take place.

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3.6 Testing for Validity and Reliability

This was the degree to which all of the evidence pointed to the intended interpretation of the test scores for the proposed study (Creswell, 2012). This study used triangulation in order to establish facts through the use of more than one source of information. In qualitative research, determining the validity of the study requires 'many sources of data because multiple sources lead to a fuller understanding of the phenomenon' under study (Yin, 2009). Therefore, triangulation enabled the researcher to make use of multiple and different sources, in order to provide corroborating evidence (Merriam, 1998). For the purpose of this study, interviews, focused group discussions, observations, questionnaires and document analysis were used to establish trustworthiness.

Reliability refers to the extent to which what is recorded as data is what actually occurred in the setting that was studied as well as whether the interpretations and conclusions are accurate (McMillan, 2008). The researcher strived to enhance this through several ways such as detailed field notes and the review of these field notes for accuracy by participants. The researcher also used tape recorders, video clips photographs, participants' quotations, literal descriptions and actively sought for discrepant data or cases.

3.7 Data Collection Methods and Procedures

The researcher used interview guide, questionnaires, focused groups observation and document analysis to collect data from the participants. Interviews were conducted from the church leaders and members of various family structures. The focused group discussion targeted members of various family members in CITAM Woodley. The researcher employed probes so as to gather as much information as possible. The researcher used a tape recorder, video clips and a phone camera during the interviews and discussions. The researcher encouraged free discussions. The researcher tried as much as possible to maintain informality in the focus group discussions without drifting away from the research objectives (Puchtaand Potter, 2004).

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3.8 Data Analysis

Since this is a qualitative research data collection and analysis was simultaneous. Analysis begun with the first interview, the first observation, or the first document read. Data analysis of case study is recursive and dynamic and presents thick description and use of triangulation of multiple data sources to provide strong evidence of issues and factors (Creswell, 2003). This being a case research study, themes were identified that are common to or different from all other cases involved in the study.

The researcher looked for key issues, recurrent events or activities that emerged from the field notes, documents and interviewing transcripts. By linking and making connections between different parts of data, and by sorting as a way of examining similarities and differences using different dimensions of the data, whether themes, people or documents (Barton and Hamilton, 1998), the researcher was able to make the connection between cases and increase the validity and reliability of the study.

Afterwards, the researcher undertook pattern matching or category constructions which allowed the researcher to move beyond basic description to the construction of recurring themes and categories. Identifying of categories was systematic and was informed by the purpose and the theoretical prepositions of the study Merriam(1998). In addition, the data analysis technique consists of data display through matrices and conclusions drawing Miles and Huberman, (1994). Data analysis methods included transcribing, coding and categorizing field notes and interviews. Once the analysis of each case was completed, analysis was conducted to identify common themes from all cases. Once this was done, information obtained was used to assess the effects of changing gender roles on family bonds,structure and relationships with regard to CITAM Woodley.

3.9 Logistical and Ethical Considerations

The researcher obtained a permit from the National Council of Science and Technology (NACOSTI) through the Chair of Community Development of the St. Paul University. The researcher then visited the area of study where the research was conducted in order to establish rapport with the key respondents or church leaders. The researcher hence obtained

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an introduction letter from the senior pastor of CITAM Woodley which introduced her to the church members and opinion leaders. The letter helped the researcher to gather information from Woodley community comfortably because permission was granted by their senior pastor. Other considerations included getting informed consent from the respondents before interviewing them and assuring them of confidentiality of given information. The researcher assured the respondents that their information would only be used for the disclosed purpose, respecting their right to withdraw at any time and treating respondents with dignity, were necessary requirements that the researcher strived to achieve. The researcher also acknowledged the participants for their time and cooperation Shenton and Hayter(2004).

3.10 Summary

This chapter provided the methodology and methods of data collection and analysis. The study also adopted a qualitative methodology since it deals with perceptions. Ethical considerations of the study were also highlighted.

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CHAPTER FOUR

DATA ANALYSIS, DISCUSSION AND PRESENTATION OF FINDINGS

4.0 Introduction

This chapter gives findings based on the impact of changing gender roles in the family structure, bonds and relationships at CITAM Woodley. The data which was collected by the respondents was used and analyzed using Statistical Package for Social Science (SPSS). Data was presented in tables.

The study involved group interviews, Focus Group discussions and questionnaires. The study involved 250 respondents and 100 questionnaires were administered. 42 questionnaires were returned out of 100 giving 42% response rate. More than 200 people were involved in interviews andgroup discussions. This response gave a valid and reliable conclusion from the collected data.

4.1 Discussions and presentations of the results

The research was carried out using questionnaires, groups discussions, individual and group interviews. The researcher used a research assistant who helped to distribute the questionnaires, organize for interviews and carried out group discussions, audio and video recording. The research assistant also helped to collect data and information from key people who included the church leadership, elders, and heads of departments, small group leaders and pastors of CITAM Woodley church. The study sought to assess the effects of the changing gender roles in family structure, bonds and relationships at CITAM Woodley church. The data below reflects interviews and responses from different people's perspective. Table 4 shows 20 groups' interviews with 100 percent response.

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4.1.1 Interviews

Table 1: Response per question

		Are Gender roles changing family structure and relationships	How are the gender roles changing	Effects of the change	Factors causing the change	Role of the church in addressing the issue	Measures taken by CITAM Woodley
N	Valid	20	17	20	20	12	11
	No response	0	3	0	0	8	9

The study sought to capture the responses of the interviews per response of every question. As shown on table one some respondents were not aware of existing groups. Others did not understand or belong to the existing marriage care groups. They were not informed of the role the church played to address the issue. The church did not seem to offer enough or to create awareness of these groups to its members. The groups were not vibrant as expected hence little information to other members.

Table one reflected information on how people responded to given interview questions. In regard to whether gender roles were changing, all the 20 groups responded affirmatively. Seventeen of the groups responded that gender roles are dynamically changing while three of the groups felt that the change was not dynamic.20 groups agreed that the following factors such as education, single parenting, employment and women empowerment contributed to changes in gender roles.

Education contributed to occupational and social mobility of the members hence contributing to changes in household gender roles. Single parenting contributed to changes in gender roles as single parents doubled in their roles at the household level creating female headed families. Employment and women empowerment through gainful economic activities gave them sense of independence as seen in the emergence of female headed households. 11

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groups out of 20 felt that the church was not active in addressing changes in gender roles and its effects while 12 groups felt otherwise

4.1.1.1 Gender

Table 2: Gender

		Frequency	Percentage
Valid	Female	7	35%
	Male	13	65%
	Total	20	100%

Source: respondents

Table 2 captured genders of the respondents. Out the 20 groups, 13 (65%) were male and 7 (35%) were female. This shows the composition of the respondents in the study with the implication of male having higher percentage of interest in the study relating to changing gender roles.

4.1.1.2 Changing gender roles

Table 3: Gender roles are changing

		Group Frequency	Percentage
Valid	Yes	20	100%

Source: respondents

The tabled information analysis of all the 20 groups agreed that gender roles were changing. All 20 groups interviewed (100%) agreed that gender roles in the family bonds, structure and relationships at CITAM Woodley were changing.

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Table 4: How Gender Roles were changing

		Group Frequency	Percentage
Valid	Women in leadership	3	15%
	Women providing	3	15%
	Men doing house chores	2	10%
	Women empowerment	5	25%
	Others	4	20%
Missing	No response	3	15%
Total		20	100%

Source: respondents

The respondents view on changing gender roles as shown on table (4) above was that there were numerous women in leadership in the church management as pastors, counselors, deacons, elder's and departmental heads. These changes have been occasioned by the liberal church teachings that allow women to take leadership positions. Whenwomen take up leadership positions; they become empowered economically and are able to provide for their families in their own capacity as breadwinners and home makers.The church teachings emphasize on equality, equity and sharing of roles fairly between men and women. Consequently household duties and responsibilities are shared amicably. This isalso understood amongst spouses in the absence of one spouse, unemployment of a spouse, studying students, divorced or separated for varied reasons.

The information above clearly demonstrated the impact of the church in socializing its members differently as reflected in the gender roles. The church should empower both men and women to fit in the contemporary society.Furthermore, respondents felt that the number of women in church is higher than that of men thus giving them a voice. Some respondents mentioned that role sharing among genders was evident as the men in the church were empowered. There was also evidence that while gender roles were changing, men were still down for the count in taking house chores but were upcoming.

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4.1.1.3 Effects of changing gender roles

Table 5: Effects of changing gender roles

		Group Frequency	Percentage
Valid	Broken families	7	35%
	Women in leadership	2	10%
	Single parenthood	1	5%
	Lack of mentorship	7	35%
	Others	3	15%
	Total	20	100%

Source: respondents

Table 5 above sought to assess the effects of changing gender roles at CITAM Woodley. The respondents observed that the effects were reflected in the phenomenon of broken family relationships separation, on the positive note more women were rising into leadership positions. Single parenting due to family type choices, and separation by death or conflicts was noted though the percentage was low given the religious orientation of its members.

The lack of mentorship programs for the youth, young adults and newly married families was also affecting the perceptions of this category of members in accepting roles that were culturally associated with men or women. Other effects observed in changing gendered roles at CITAM, Woodley is that peoples choices of appropriate shared roles, leadership vacuum which is leaving some gender sex without a role model or mentor of the same gender.

There was an observation of dysfunctional and disorganization in family setting. There was competition in leadership roles amongst male and female. One group however observed that church embraces gender equality and this was reflected in the distribution of roles in the church leadership positions. The respondents discussed the effects of changing gender roles as the reason for broken families, single parenting, lack of mentorship programs, competition for leadership roles in responsibilities and disorganization in family. This implies that broken families and lack of mentorship contributes higher percentages in affecting changing gender roles.

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On the positive side they noted changing gender roles in the church were improving, there was evidence of gender equality and the church leadership was helping members to share roles appropriately through training. The respondents mentioned a vacuum in leadership due to lack of a balance in representation of members especially absent men. There was an observation on lack of mentorship expertise.

4.1.1.4 Factors contributing to changing gender roles

Table 6: Factors contributing to changing gender roles

		Group Frequency	Percentage
Valid	Divorce	1	5%
	Education	12	60%
	Lack of mentorship	2	10%
	Christian teachings	1	5%
	Others	4	20%
	Total	20	100%

Source: respondents

The following factors contributed to changes in gender roles. Christian teachings and divorce ranked lowly indicating that these factors least contributed to changes in gender roles among the members of CITAM, Woodley. Education and women empowerment through employment and other business opportunities contributed significantly to changes in gender roles as both women and men worked within and away from home to improve their income so as to enhance their family.

This therefore is a phenomenon not occasioned by the church teachings and socialization but by secular factors such as education and economic empowerment of both men and women. This is also shown in table 7 below.

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4.1.1.5 Role of the church in addressing changes in gender roles

Table 7: Role of the church in addressing changing gender roles

		Group Frequency	Percentage
Valid	Counseling centers	3	15%
	Propagating God's Word	6	30%
	Mentorship programs	2	10%
	Forming homogenous groups	1	5%
Missing	No response	8	40%
Total		20	100%

Source: respondents

Reponses as towhat role was the church taking to help improve changing gender roles in CITAM Woodley: The use of counseling, training and Bible based teaching was significantly evident. This was followed by mentorship programs where young couples were being mentored by older couples in smaller groups. The older women were training and teaching the younger women. There was a 40 percent gap in responses on this question which was a reflection of lack of knowledge or understanding of what people understood about the church roles on changing gender roles at CITAM Woodley church.

There seemed to be forums at CITAM Woodley church that could help to address gender roles issues but they were not well utilized by the members due to lack of knowledge. Many members attended church while a good percentage were not involved in other helpful activities like marriage care groups, pace setting men of influence, singles and widowsgroups, young professional'scare groups, and premarital and marital counseling among other systems organized by the church.Therefore, from the results shown on the table above, families at CITAM Woodley prefer the propagated word on Sunday as a norm and culture as compared to the low score of homogeneous groups which requires extra time on their busy schedules. This is due to major engagements; education and employment in the urban setup in order to better their family livelihood through income.

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4.1.1.6 Measures taken by CITAM Woodley

Table 8: Measures taken by CITAM Woodley

		Frequency	Percentage
Valid	Women and men fellowship	3	15.0
	Pre-marital counseling	1	5.0
	Bible-based teachings	2	10.0
	Others	5	25.0
Missing	No response	9	45.0
Total		20	100.0

Source: respondents

It was observed that CITAM Woodley took several measures to address issues related to effects of changing gender roles. There were several programs in place at the church. These included, Men's Fellowship (PMI), Young Professionals fellowship (YP), Women Ministry (WM), that addressed women issues such as widows and orphans, single parents married women among others. There was no information regarding widowers and single fathers which is a gap that needs to be filled.

Pre-marital and marital counseling took place but did not seem to be adequate. There was a team of four full time pastors on the ground and othervolunteering leaders who were overstretched and were not always able to reach out tothe large number of church members. There was also age group teaching and Married Couple Care Groups (MCCG) which contributed to strengthening healthy families by teaching each other on family roles. But again not every member was enrolled in these groups as some members were not aware,or informed of the groups due to the incompatible church number to service provider ratio hence a hiding point for many members.

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4.1.2 Focus Group Discussions

Table 9: Responses per question

		Gender Change	Change in Gender Roles	Effects of Gender Roles Change	Factors affecting Change	Role of the Church in addressing changing gender roles	Measures taken by CITAM Woodley
No. of:	Responded	21	20	20	21	16	18
	No Response	0	1	1	0	5	3

Source: respondents

The number of Focus Groups were 21 and were based on the church structure i.e. Bible study groups, Marriage Couples Care Groups (MCCG's), Safari groups, Youth groups, Young professional groups, families, Men and Women groups. All 21 (100%) Focus Groups Discussions agreed that the gender roles were changingat CITAM, Woodley church.

4.1.2.1 Changing Gender Roles

18 (85.7%) Focus Group Discussions agreed there were changes in gender roles and 3 (14.3%) stated there were no changes in gender roles. This was more of perception because when probed further they shared that gender roles changes were informed by societal cultural beliefs.

This was also indicative that church teachings do not liberate some members from strong traditional beliefs and socialization on gender roles. Some church members were enslaved to their ethnic cultures and were not willing to change with changing times. This is as shown in table 10 and figure 9 below. The church therefore needs to address the above issues.

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Table 10: Changing Gender Roles

		Frequency	Percentage
Valid	No	3	14%
	Yes	18	85%
	Total	21	100%

Source: respondents

4.1.2.2 How Gender roles are changing

Table 11: How Gender roles are changing

Change in Gender Roles			
		Frequency	**Percentage**
Valid	Women in leadership	4	19%
	Women providing	4	19%
	Men doing house chores	3	14%
	Women empowerment	3	14%
	Others	6	28%
Missing	No response	1	4%
Total		21	100%

Source: respondents

Both table 10 and 11 above demonstrated that Focus Group Discussions agreed that there were more women leaders and many women were assuming the responsibilities of helping to provide for their families. This was due to women empowerment and the call for equality and equity. There was a rise indicator in women education and employment. Women and men were engaged in other income generating activities outside their family circles.

The other observed reason was also the enrolment of a higher number of female members as shown in membership registration. Men representation was lower than that of women. This

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was also observed during church attendance of different cohorts and also during church regular attendance at large.

4.1.2.3 Effects of changing gender roles

Table 12: Effects of Gender Roles Changing

		Frequency	Percentage
Valid	Broken families	2	9%
	Women in leadership	8	38%
	Single parenthood	2	9%
	Lack of mentorship	5	23%
	Others	3	14%
Missing	No response	1	4%
Total		21	100%

Source: respondents

The effects of changes included roles shared appropriately; leadership vacuum; disorganization in family; competition in leadership and church embracing gender equality.3 &4. (Most respondents gave the same responses for these two questions). This informed my decision to merge them).

4.1.2.4 Factors contributing to changing gender roles

Table 13: Factors which Contribute to Changing gender roles

		Frequency	Percentage
Valid	Divorce	3	14%
	Education	4	19%
	Lack of mentorship	2	9%
	Christian teachings	6	29%
	Others	6	29%
	Total	21	100%

Source: respondents

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The following factors were seen as affecting change in gender roles; negligence of roles; being absent from family gender roles, financial needs, economic constraints, women and men education and women empowerment.

4.1.2.5 Role of the church in addressing changing gender roles

Table 14: Role of the Church

		Frequency	Percentage
Valid	Counseling centers	2	10%
	Propagating God's Word	3	14%
	Mentorship programs	7	33%
	Forming homogenous groups	1	4 %
	Others	3	14%
Missing	No response	5	24%
Total		21	100%

Source: respondents

The Focused Group Discussion singled out mentorship and Bible based teachings as significant in addressing the effects of the changes in gender roles. There was no response from 24 percent representation. This communicated a message of probability of lack of knowledge and information of church group activities from members. The church had not done much advocacy to recruit member in small groups. Church members could also be experiencing tight work schedules and were not able to be involved in all church activities. There was need for members of CITAM, Woodley to be of engaged in church programs that could help to address contemporary issues on changing gender roles.

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4.1.2.6 Measures taken by CITAM Woodley in addressing changing gender roles.

Table 15: Measures taken by CITAM Woodley

		Frequency	Percentage
Valid	Women and men fellowship	5	24%
	Pre-marital counseling	2	9%
	Bible-based teachings	5	24%
	Others	6	29%
Missing	No response	3	14%
Total		21	100%

Source: respondents

As shown on table15 above, the church had structures and small group contact opportunities such as pre- marital counseling, women and men fellowships, youth groups, Bible study groups, Marriage Care Groups among other services for its members to address highlighted issues. The responses however reflected little knowledge or ignorance of members to the structures that would benefit them.

A large number of members (especially the younger generetion) of the chuch were not aware or did notknow how the systems worked. They were regular church members who attended services and left for home after the service. Majority of the young adults and youth members were not aware that these groups were in existence and were not participating in the groups.They were not involved in some of these activities and did not understand the benefits.

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4.1.3 Questionnaires

Table 16: Responses per question

		Gender roles	Common gender roles	Gender roles change	Roles changing over time	Factors affecting change	Effects of change	Role of the church
N	Valid	36	32	42	29	37	36	40
	No response	6	10	0	13	5	6	2

Source: respondents

The questionnaires returned were 42. All the 42 people responded to the questions, making 42% response rate. The above table shows the respondents responses on different questions as asked on the questionnaires. All the 42 responses were affirmative that gender roles are changing.

4.1.3.1 Gender

Table 17: Gender

		Frequency	Percentage
Valid	State of male/female	29	69%
	Different sexes	2	5%
	Sexual orientation of a person	4	10%
Missing	No response	7	17%
Total		42	100%

Source: respondents

The above table shows how the respondents defined gender. All the respondents defined gender as the state of being male or female indicating the perceptions people had on gender.

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There seemed to be a misunderstanding on people's perceptions as people always mix up the terms.

As earlier defined from chapter one in definition of gender, we see gender broadly defined as a range of characteristics of femininity and masculinity. Depending on context, social roles as in gender roles or gender identity. Majority of the people still need to understand the gender definition and how it applies in our daily lives.

4.1.3.2 Gender roles as defined by the respondents

Table 18: Gender roles

		Frequency	Percentage
Valid	Responsibilities allocated dependent on gender	15	36%
	State of social norms dictating human behaviors	4	10%
	Roles perceived to be for male/female	5	12%
	Positions dependent on male/female	1	2%
	Roles defined traditionally/culturally	5	12%
	Others	6	14%
Missing	No response	6	14%
Total		42	100%

Source: respondents

Table 18 above shows how gender was perceived as determined by personal and cultural norms. There were different opinions in regards to male, female gender roles hence everyone interpreted it to their own way of understanding 'gender roles.' People still mix up the terms without understanding the broader meaning of what gender is. This mix up and misconception affects the way people reason and think about gender issues.

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4.1.3.3 Common gender roles

Table 19: Common gender roles

		Frequency	Percentage
Valid	Distinct roles	24	57%
	Interchangeable roles	8	19%
Missing	No response	10	24%
Total		42	100%

Source: respondents

It was observed from the respondents (57 %) that gender roles are distinct while 19% were of the opinion that gender roles were not interchangeable. This indicated that church based teachings had little impact on influencing people perceptions and culture on gender roles. Different age and ethnic groups held different beliefs and were not willing to change even with education modernization. The younger generation category had their view on changing gender roles and effects.

It was observed that distinct gender roles are as follows: Distinct roles for a man were: head of the family, bread winner or provider; protector the family; priestly; to offer leadership and mentorship; handling mechanical and technical duties. The distinct roles for a woman were; to serve; to submit to the husband and take care of the children; home manager or maker, responsibility of kitchen work – cooking and handling decorations and organization chores.

The interchangeable roles included bread winner or provider; priestly, pulpit ministry and prayer together; making of decision together, expressing of opinions openly; leadership; taking care of the children's fees, and financial needs; protection and emotional support to the family.

However, it was observed that the church had not been able to address this problem effectively since 57% of the respondents still held the notion that men and women haddistinct roles. Ethnic beliefs seemed to hold people back because of the way they had been socialized. People still had their fixed mindsets and cultural norms and beliefs.

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4.1.3.4 Gender Roles Change

Table 20: Gender roles change

		Frequency	Percentage
Valid	No	5	12%
	Yes	35	83%
	Not sure	2	5%
	Total	42	100%

Source: respondents

Majority of the respondents (83%) agreed that gender roles were changing as replicated on table 20. A few respondents were not sure. They did not understand what the gender roles were changing from because some of them were from families that have synchronized the gender roles.

4.1.3.5 Gender roles are changing at CITAM Woodley

Table 21: Roles changing over time

		Frequency	Percent
Valid	Women taking up leadership	8	19%
	Shared responsibilities	7	17%
	Men do house chores	3	7%
	Women provide for their families	3	7%
	More growth in the faith of church members	3	7%
	Others	5	12%
Missing	No response	13	31%
Total		42	100%

Source: respondents

Men and women were the reason for changing gender roles because of bloated egos and negligence of their responsibilities. It was observed that women had become insecure and some of them behaved like traditional men. Some respondents blamed changing gender roles

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on single parenting and absent parents. Some parents in the society today played both gender roles due to circumstantial demands. One respondent mentioned less women submission and blamed some families for not being committed or paying keen attention to church teachings.

The respondent blamed some fathers and male counterparts for not attending church together with their opposite spouses as a family. One respondent observed that gender roles are learnt and are not predestined forever; some people were not willing to accept the changes in gender roles hence they were not willing to explain how the gender roles were changing in the contemporary generation. Both parents were urged to model gender roles to help change people's perceptions.

4.1.3.6 Factors that contribute to changing gender roles

Table 22: Factors that contribute to changing gender roles

		Frequency	Percent
Valid	Education/work	11	26%
	Economic status	11	26%
	Value change in Biblical perspective	3	7%
	Westernization/modernization	5	12%
	Others	7	17%
Missing	No response	5	12%
Total		42	100%

As shown on table 22 above, the respondents observed that there were more educated women and men and more women are school ongoing in their occupation ages. Both or either parents in families worked outside home to improve their economic status and family income. There was evidence of competition to change their family status.

There was evident change in lifestyles caused by modernization or westernization which is cause people to abandon positive cultures instead of intertwining it with education and focus on Education/work. Other factors included value changes in Biblical perspective; westernization and modernization; youth who have owned leadership, intermarriage, poor planning, misconceptions, miscommunication, peer pressure, single parenting and separation.

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4.1.3.7 Effects of changing gender roles in families at CITAM Woodley

Table 23: Effects of changing gender Roles

		Frequency	Percent
Valid	Divorce	8	19%
	Lack of mentorship	5	12%
	Women involvement in leadership	3	7%
	Equal leadership opportunities	9	21%
	Improved family livelihood	7	17%
	Others	4	10%
Missing	No response	6	14%
Total		42	100%

Table 23 above shows divorce on high rise in some families. The respondents observed there was a need for equal leadership opportunities amongst different genders. On affirmative observation there was positive impact and improvement on family income caused by changing gender roles. Some respondents echoed that the changing gender roles have allowed women to be empowered and participate in family roles such as decision making, income generation activities and church leadership roles. However, there was lack of mentorship programs that were represented by both females and males. This was a repeated theme which called for intervention by church leadership and members.

4.1.3.8 Role of the church

Table 24: Role of the church

		Frequency	Percent
Valid	Educate members on gender roles	6	14%
	Counseling on gender roles	4	10%
	Initiate mentorship programs	5	12%
	Reach out to families	7	17%
	Teach God's Word as it is	10	24%
	Others	8	19%
Missing	No response	2	5%

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Total		42	100%

From the table above, the respondent's views showed that there was need for the church to educate and sensitize her members on changing gender roles. The respondents felt that the church needed to set up active counseling centers to address the issues. Some respondents suggested that the church needed to initiate mentorship programs to help young people in understanding about gender roles. The respondents felt that the church needs to be radical in reaching out to families by facilitating teachings through the word of God and other channels like pulpit ministry and small cell groups. The general view of the respondents implies that teaching the word of God stands as key in addressing the changing gender roles at CITAM. Woodley.

4.2 Analysis of the results in relation to research objectives and Literature Review

4.2.1 Factors that contribute to the changing gender roles in the family bonds, structure and relationships.

The study established clearly that some of the factors that contributed to changes in gender roles in the family at CITAM Woodley were divorce, negative conflicts, women's empowerment, work or employment away from the household, education, separation, exclusion of men in modeling activities, lack of proper mentorship programs among other issues. These factors were clearly analyzed and discussed in table 6 and 13, and also in figure 13 of chapter four. This calls for men and women incisiveness in decision making and healthy partnerships.

4.2.2 The effects of changing gender roles on the family structure and relationships at CITAM, Woodley;

Findings based on this objective implied that some of the felt effects in changing gender roles were; broken family relationships, single parenting due to family type choices, separation by death or conflicts, and lack of mentorship programs. Other effects observed in changing gender roles at CITAM Woodley were people's choices of appropriate shared roles, leadership vacuum especially from absent numbers of male representatives. This was

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observed as a gap that left a vacuum to one gender without role models or mentors to provide leadership. There was evidence of lack of enough leaders and mentors to help the young people as indicated in table one with results from the interview process.

There was an observation of dysfunctional and disorganization in family settings and competition in leadership roles amongst male and female counterparts in the family. Single parenting contributed to changes in gender roles as single parents doubled in their roles at the household level creating female or male headed families. Employment and women empowerment through gainful economic activities gave them sense of independence as seen in the emergence of female headed households.

For gender equality to be balanced both women and men must participate and contribute in decision making in their homes, community and society.

4.2.3 Role of the church in addressing the changing gender roles in the family at CITAM Woodley.

Research findings from the respondents highlighted the role of the church in addressing the changing gender roles on family at CITAM Woodley. It was observed that the church had put systems such as marriage care groups, Bible study groups, men's fellowship, and young professionals in place to take care of its members. However, there was still need for the church to streamline their systems, provide education, create awareness, and invest in training church members to become mentors to other members.

There was need for the church to set up effective counseling centers and train enough workers to help pastors and other leaders to address the existing problem on changing gender roles and their effects. The church needed to find a way to motivate young men and encourage male participation and inclusion in church activities. This would to help to address gender mainstreaming issues.

The church mentorship programs help young people in understanding the subject of changing gender roles that are changing. The youth will need empowerment and education that will help them to manage their issues evolving from changing gender roles in the family in CITAM Woodley church.

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4.3Analysis of the results in relation to Literature Review

According to Mari's (2008) argument from the literature review, gender refers to the socially constructed roles, responsibilities, identities and expectations assigned to men and women. Gender roles refer to the 'social definition' of women and men. The literature review observed that in the nineteenth century there was the belief that gender category was based on biological differences between men and women.

4.4Analysis of the results in relation to the working theory

The study was largely informed by structural functionalism theory as earlier stated in chapter two. The theory deals majorly with human society influenced by institutional norms and traditions. According to the findings from the field, there was a clear indication that social institutions play a major role in changing gender roles as analyzed and presented in tables. Therefore the family structure, bonds relations solely depends on the structured functioning social institutions.

Patriarchy theory informed the research historically in reference to autocratic dominion of male as head of the family. Feminism defines the patriarchy theory as oppressive to women. The theory subordinates women and privilege's men in the social, economic and political functioning of society.

4.5Summary

This chapter provided the field work and data collection analysis. The chapter summarized the data collection in form of tables based on people's perceptions. Ethical considerations of the study were also highlighted. It was noted that the church had tried her level best to distribute the members in various groups to access help and be able to address the emerging issues in changing gender roles.

However there was still a need for education and empowerment to church family members as a large number of them were not aware of the existing groups and were not actively engaged or involved in the activities. Members needed to sign up in small groups that could help them address emerging issues.

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The church therefore had work to carryout especially in capacity building and working with women and men in shared responsibilities to address this issue of changing gender roles in the family at CITAM Woodley. The subject is a reality. The research assessment has highlighted the problem faced by the church. There is a need for men and women to be included in decision making and policy making at their family and church levels.

Some respondents felt that the church had not yet done enough to reach out to families. They recommended facilitation of teachings through instruction of the word of God and other channels like pulpit ministry. There was need for emphasis on smaller groups sign ups where members would be able to find audience.

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CHAPTER FIVE: SUMMARY OF THE FINDINGS, CONCLUSION AND RECOMMENDATIONS

5.0 Introduction

This study sought to assess the effects of Changing Gender Roles in the context of families in CITAM Woodley, Nairobi. The study unraveled the various strategies used by both gender in coping with the changing gender roles. The study was guided by the following research objectives; to assess factors that contribute to the changing gender roles in the family bonds, structure and that relationships that have occurred in families at CITAM, Woodley; to establish the effects of changing gender roles on the family structure and relationships at CITAM, Woodley; to analyze the role of the church in addressing the changing gender roles on family bond, structure and relationships at CITAM Woodley.

A case study design was adopted for this study to assess the effects of changing gender roles on families. The following research instruments were used for this study: interview guide, focus group discussion and questionnaires in order to produce qualitative and quantitative information analyzed on tables for this study. The data analysis begun with the first interview, the first questionnaire and the first focused group interviews.

This being a case study research, the common themes were identified and also those that were different from all other cases involved in the study. The researcher undertook pattern matching or category constructions which allowed the researcher to move beyond basic description to the construction of recurring themes and categories.

Once the analysis of each case was completed, the analysis was conducted to identify common themes from all cases. When this was done, the information obtained was used to assess the impact of changing gender roles on family bonds, structure and relationships at CITAM Woodley Nairobi County. The summary, conclusion and recommendations of the study were derived from findings of the study as discussed below.

The factors contribute to changes in gender roles were identified as divorce, women's empowerment, education, lack of proper mentorship programs and Christian teachings. Among these factors improvement in educational status and economic empowerment tended

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to contribute significantly to changes in gender roles. This was due to the established evidence from the respondents that as people improved on their social status they begun to rethink of the gender roles.

The effects of changing gender roles on the family structure and relationships at CITAM Woodley church were identified as broken family relationships, single parenting due to family choices, separation by death or conflicts, and lack of mentorship programs. Other effects observed in changing gender roles at CITAM Woodley church are people's choices of appropriate shared roles, leadership vacuum lacking from both genders which is left some gender sex without role models or mentors of the same gender as male counterparts are absent or missing .There was an observation of dysfunctional and disorganization in family settings and competition in leadership roles amongst male and female.

The role of the church in addressing the changes in gender roles was noted as setting up counseling centers and the mentorship programs for its members. The church also was at center of guiding and teaching its members understand and appreciate their changing gender roles.

5.1 Limitations

The study adopted case study, descriptive research design involving the use of semi-structured and open ended questionnaires as the primary method of data collection. Group discussions and interviews were also evident. It basically involved a preliminary assessment of the effects of changing gender roles on family setting in a case study of CITAM Woodley church. The study sample comprised of a small proportion of the registered members in CITAM whose bonds, structure and relationships are affected by the change in gender roles.

The data collection was confined to CITAM Woodley only as stipulated by the researcher's choice of topic and also by constraints of time and financial resources. This would not allow collection of data from other CITAM churches across the country.

CITAM Woodley is a Christian organization and therefore some respondents withheld information on the effects of changing gender roles. However the researcher used Focus Group Discussions, questionnaires and interviews to arrive at different perceptions of the respondents as they were comfortable to share information in their groups.

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5.1.1 Time Constraints

The expected time for securing a letter from the Ministry of higher education board was two weeks. This was not to be the case as the researcher had to wait for a month to hear from National Commission for science Technology and Innovation (NACOSTI). This was time consuming and caused delays in going to the field to collect data.

The researcher engaged a research assistant, and initiated early bookings of appointments for group focused sessions and leadership group discussions which caused some problem of delays as the assistant had to wait for their designated times of their meetings to take place in order to meet with them.

Some leaders and key informants had busy time schedules and requested to reschedule appointments. This was challenging as time was running out. The researcher had to make phone calls.

5.1.2 Finances

There was a need to engage an assistant researcher who was able to easily engage with different groups and had enough time to avail himself for group discussions and collection of the distributed questionnaires. This caused the researcher to incur printing and transportation expenses, and facilitation of the group activities finances.

5.1.3 Assumptions of the study

The researcher had a letter from NACOSTI which she thought was sufficient. However, the researcher had to book an appointment with the senior pastor of CITAM Woodley church in order be given another letter of introduction and authorization for the research assistant to be allowed to meet various groups as required by the CITAM policies and bureaucracies.

Researches assumption was CITAM was an English speaking congregation. However the execution of this study was beset by misconception of the term ‘gender’ because of the way it is usually interpreted hence the reason for explanation by the research assistant.

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5.2 Conclusion

Results obtained were analyzed in the context of the objectives of the study. It was established that there are several causes of changing gender roles that impact on the family structure, bond and relationships at CITAM Woodley. The causes are varied and range from divorce, death, empowerment of women and teachings of the church. These causes were analyzed from the positive and negative angle. For instance it was established that divorce, separation and death impacted on the family bonds, structure and relations more negatively forcing the spouses and children in the family to take up additional roles, and sometimes creating friction and disaffection in the family. The teachings of the church also had more positive effect than negative because it made the spouses and children to reflect on their relations, family bond, roles and took a more conciliatory approach to each other. It was further established that secular factors such as education, occupational mobility, civilization, modernization, economic empowerment and other secular opportunities contributed significantly to changing gender roles and also affected the family structure, bond and relationships.

The study also established that the changes in the gender roles impacted on the family structure, bond and relationship. Divorce and separation contributed to dysfunctional families, strains and friction. Modernity, education, empowerment of women and job demands affected the family both positively and negatively. Family members took a more liberal approach to issues relating to roles. For example more educated family members felt that roles were less gendered. Similarly church teachings were more inclined to non-gendered roles and some of the families were supportive of this. It was also observed that job demands and career advancement compelled some families to defer on having children and sometimes created strain and friction. Some of these causes contributed to dysfunctional families and disorganization.

The study also established that the church was addressing the changing gender roles by setting up counseling centers, carrying out deliberate pulpit ministry, initiating mentorship programs to help young people understand the subject of gender roles and how modernization and westernization values also contributed to changing gender roles. Though the church was a significant player in addressing issues pertaining to equity, equality and

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sharing gender roles, the church influence was yet to be felt since secular factors continued significantly to influence changing gender roles.

People's ways of life from different ethnic groups and their different socialization styles affected their opinions and decisions. The perceptions of different people even those that were in church continued to be influenced by their own ethnic background and cultural understanding. This was also because majority of church members felt that there were still distinct roles for both men and women. Furthermore the analysis showed that traditional gender norms were tenacious leading to contradictions and conflicts about changing gender roles.

5.3 Recommendations

Following the analysis of the field findings, it is important that some recommendations are proposed as a solution on the steps that can be taken to ensure that the problem about changing gender roles in family livelihoods is addressed.

There is evidence from the above research that gender roles are changing in the family status at CITAM Woodley. Therefore there is need for another research to be done in other churches. The church needs a strong support system to help address this problem as the issue is a reality and is affecting the members of CITAM Woodley church.

The Church member's perception of gender is vague. Therefore, the church needs to take time to address this issue by educating the members and coming up with a policy on gender matters, creating awareness to its members and educating them on existing support systems at church. This will help to change people's perceptions and attitudes on this issue.

The impact of the church on implementing and emphasizing positive changes in gender roles will bring harmony in families and set a pace for positive equality. The church needs to be proactive and address the negative notions formed on changing gender roles by the members.

The church will need to make good follow up on the counseling department, create awareness on the existing support systems, small group forums which will help families and other members to make informed decisions.

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Since some members in the church were not aware of the different approaches and forums organized in the church to address some of the emerging issues in family's changing gender roles in the church the need for training on changing gender roles issue at CITAM Woodley is vital.

The church values and relationships have been broken, tested, contested and negotiated in pain, silence, and violence. The families at CITAM Woodley are at stake. The church must reach out to these needs through counseling, peer education, Bible teachings and any other dissemination of information to her members.

Policy makers in the larger Christ Is the Answer Ministries which is the bigger umbrella of CITAM, Woodley as well as the government through ministry of Gender and Development and other Organizations need to offer education and empowerment to their members of the community concerning changing gender roles and how they affect people. They need to help people to understand the meaning of gender roles, the changes taking place and how they affect them. This will keep people away from conflict and misunderstandings of male and female roles and help them to work as one family.

Members of CITAM Woodley need to team up as one family and support each other by teaching their peers, sons and daughters, to shift from stifling male and female stereotypes and embrace new developments family status.

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APPENDICES

Appendix I: Interview – Schedule/Guided Group Questions.

(*Used the same questions for interviews and guided groups*)

1.A) Gender roles are changing in the familyat CITAM Woodley.

Yes/No

Explain.

_____

_____

B) Do you think the church has a role to play in issues concerning changing gender roles today?

( ) Yes

( ) No

If the answer is yes Explain what should be done.

_____

_____

_____

2.What factors contribute to changing gender roles in the family at CITAM Woodley church?

3. What are the effects of changing gender roles in the family in the church at CITAM Woodley?_____

_____

_____

4. What are the causes of changing gender roles?

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5. What is the role of CITAM Woodley church in addressing the changing gender roles in family bond, structure and relationships?

6. What measures is CITAM Woodley church coming up with to address the issues arising from changing gender roles in the family bond, structureof its members?

Appendix II: Questionnaire

1.What is your understanding of gender and gender roles?

2. What are the common gender roles in family at CITAM Woodley?

3. Are gender roles changing due to changes in the familybond, structure and relationships at CITAM Woodley church?

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4. How have these gender roles in the family at CITAM Woodley changed over time?

Explain.

5. What are the factors that affect the changing gender roles in the family at CITAM Woodley?

6. What are the effects of changing gender roles on family bond, structure and relationships at CITAM Woodley?

7. A) Whatrole does the church play in addressing the changing gender roles?

B) What are the effects of changing gender roleson family bond, structure and relationship at CITAM Woodley?

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Appendix III: Research Recommendation Letter

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Tel Office: +254(0) 20-2020505/10
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(0) 728- 062420
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BOARD OF POSTGRADUATE STUDIES

27th February 2015

National Commission for Science and Technology,
P.O. BOX 30623-00100,
Nairobi.

Dear Sir/Madam,

Re: Recommendation for Winfred E. Nyanchoga to conduct a Masters of Development Studies (MDS) research.

This letter confirms the above named person is a second (final) year student of the MDS Programme at St. Paul's University.

The final year consists of a major research work leading to a dissertation comprising 20,000 words. The student's selected topic is *'An assessment of the effects of the changing gender roles on family livelihoods, a case study of families in Utam Woodley, Nairobi County, Kenya'.*

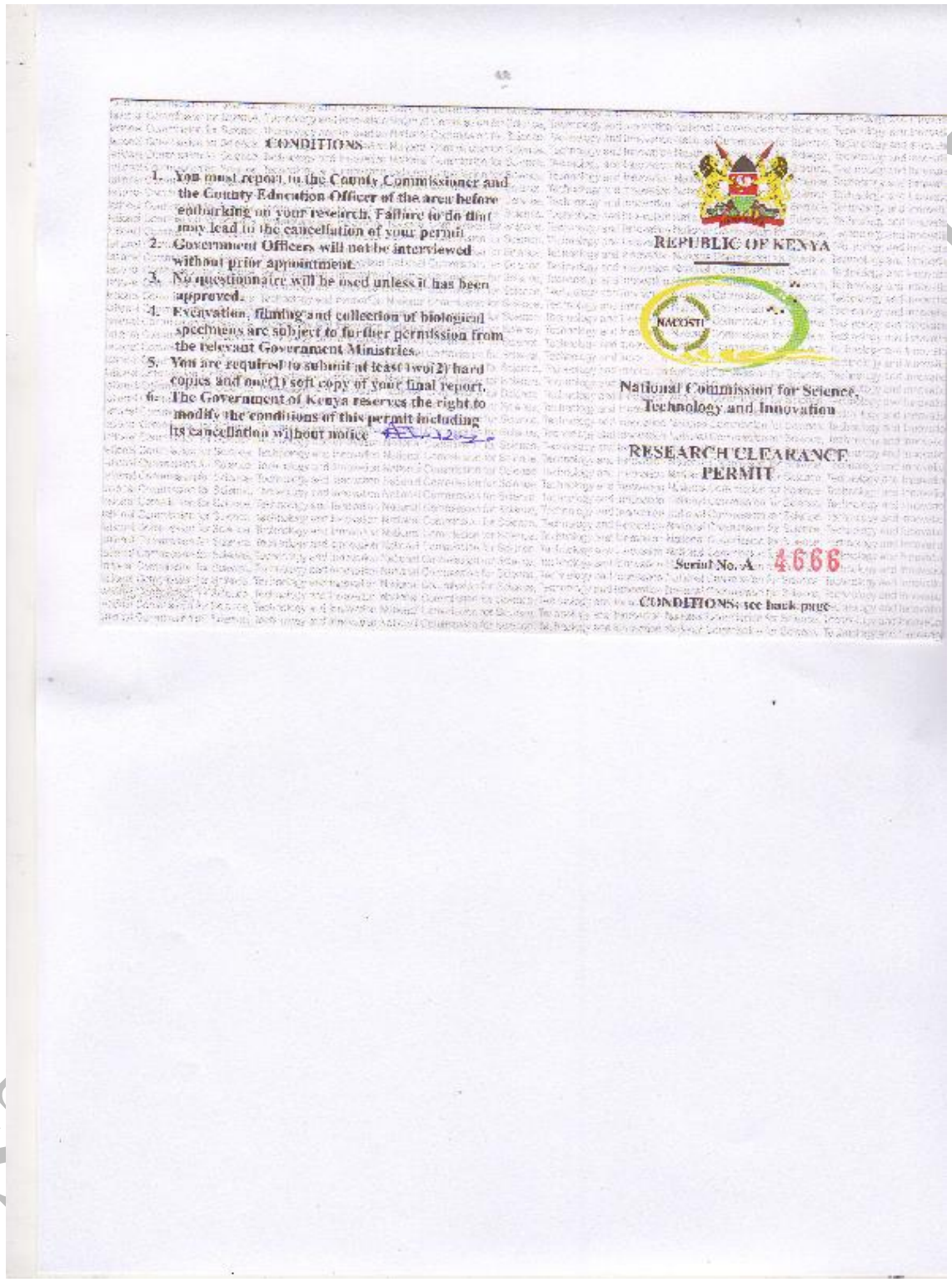
The research will take place in Nairobi County from March 2015 to April 2015.

Kindly grant this student the required permit.

Yours Faithfully,

Dr. D.C. Chemorion
Director, Postgraduate Studies

Appendix IV: Research Permit



CONDITIONS

1. You must report to the County Commissioner and the County Education Officer of the area before embarking on your research. Failure to do that may lead to the cancellation of your permit
2. Government Officers will not be interviewed without prior appointment.
3. No questionnaire will be used unless it has been approved.
4. Excavation, filming and collection of biological specimens are subject to further permission from the relevant Government Ministries.
5. You are required to submit at least two(2) hard copies and one(1) soft copy of your final report.
6. The Government of Kenya reserves the right to modify the conditions of this permit including its cancellation without notice

REPUBLIC OF KENYA

NACOSTI

National Commission for Science, Technology and Innovation

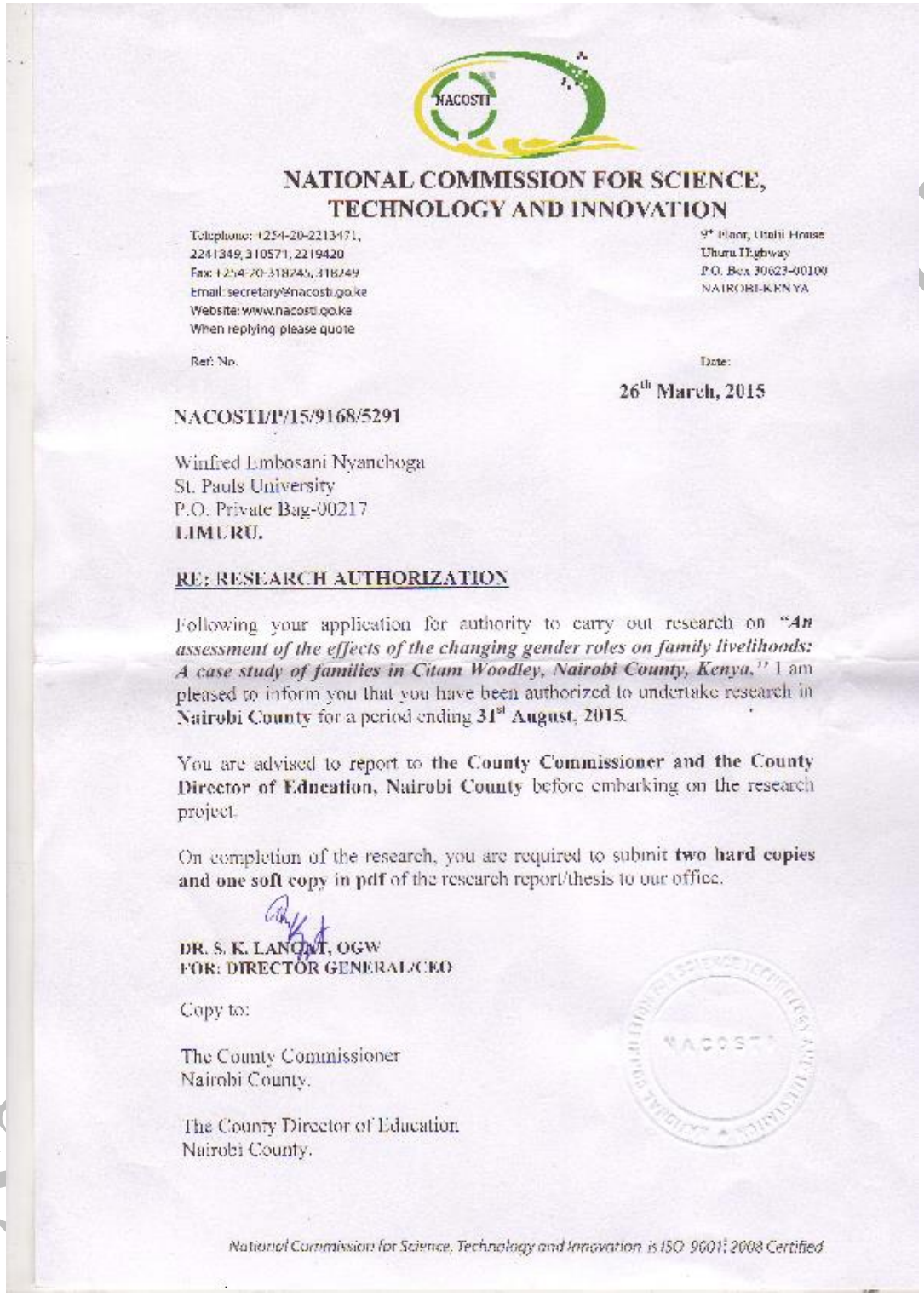
RESEARCH CLEARANCE PERMIT

Serial No. A 4666

CONDITIONS: see back page

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Appendix V: Research Authorization



NACOSTI

NATIONAL COMMISSION FOR SCIENCE, TECHNOLOGY AND INNOVATION

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When replying please quote

9th Floor, Utalii House
Uhuru Highway
P.O. Box 30623-00100
NAIROBI-KENYA

Ref: No.

Date:

26th March, 2015

NACOSTI/P/15/9168/5291

Winfred Limbosani Nyanchoga
St. Pauls University
P.O. Private Bag-00217
LIMURU.

RE: RESEARCH AUTHORIZATION

Following your application for authority to carry out research on ***"An assessment of the effects of the changing gender roles on family livelihoods: A case study of families in Citam Woodley, Nairobi County, Kenya,"*** I am pleased to inform you that you have been authorized to undertake research in **Nairobi County** for a period ending **31st August, 2015.**

You are advised to report to **the County Commissioner and the County Director of Education, Nairobi County** before embarking on the research project.

On completion of the research, you are required to submit **two hard copies and one soft copy in pdf** of the research report/thesis to our office.

DR. S. K. LANGAT, OGW
FOR: DIRECTOR GENERAL/CEO

Copy to:

The County Commissioner
Nairobi County.

The County Director of Education
Nairobi County.

National Commission for Science, Technology and Innovation is ISO 9001: 2008 Certified

CHRIST IS THE ANSWER MINISTRIES (CITAM)

NPC WOODLEY, Joseph Kangethe Road, P.O. Box 42254, 00100 - Nairobi
Tel: 3860431, 3875547 Fax: 3868476 Cell: 0725-312565 / 0736-432080 Email: npcwoodley@citam.org Website: www.citam.org

Thursday, 09 April 2015

Dear Sir/Madam,

RE: WINFRED EMBOSANI NYANCHOGA

I would like to introduce the above mentioned person to you. Elder Winnie is a member of CITAM Woodley who is actively involved in church as one of our Elders and continues to serve in the Children ministry and attends Women Ministry.

She is carrying out research her research among us and has our Senior Pastors blessings.

Kindly participate and respond to the questionnaire, interview guide and focus group discussions as she requests.

Her research assistant is Immanuel Lomole.

Thank you.

Yours sincerely, for Senior Pastor C. Obara.

Bukachi

Rev. Grace Bukachi
Deputy Senior Pastor
CITAM Woodley
www.citam.org
gbukachi@citam.org
+254733778577