WOMEN PARTICIPATION AND THE IMPLEMENTATION OF PEACE BUILDING STRATEGIES IN TURKANA COUNTY, KENYA

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ABSTRACT

Turkana County has been characterized by endless security issues. Since 2012 to April 2015 a total of 14 demonstrations, road blockages and attacks have been witnessed in Lokichar town according to the area police records. In October 2013 violent attacks on the company's site forced them to suspend operations for 3 weeks and evacuate her non- local staff. This study sought to assess the influence of women participation on the implementation of peace building strategies in Turkana County, Kenya. Specifically, the study sought to assess the influence of women consultation on the implementation of peace building strategies in Turkana County, Kenya and to determine the influence of relationship management on the implementation of peace building strategies in Turkana County, Kenya. This study used descriptive research design. The target population for this study was a total of 197 respondents comprising of Women Representative, Women County Employee, and Women leaders in the local authority in Turkana County Government (Turkana County report, 2022). This implies that all the 197 respondents participated in the study. The study then used simple random sampling to select respondents from each group. Primary data was used in this study. The study used semi structured questionnaire to collect data. Quantitative data collected was analyzed using descriptive statistical techniques which are frequencies, mean, standard deviation. Inferential statistics which include Pearson correlation and the Regression Analysis Model was used to test the relationship between study variables. To test moderating effect the study used hierarchical regression model. The significance of the model will be tested at 5% level of significance. Data was analysed using Statistical Package for Social Sciences (SPSS) software version 26. The study results were presented through use of tables and figures. The study concludes that women consultation has a positive and significant effect on the implementation of peace building strategies in Turkana County, Kenya. The study also concludes that relationship management has a positive and significant effect on the implementation of peace building strategies in Turkana County, Kenya. Based on the findings, the study recommends that the Turkana County should strengthen mechanisms for transparent and accountable governance at both local and regional levels. The county should also ensure the active and meaningful inclusion of women in decision-making processes related to peace-building initiatives. This involves creating platforms and opportunities for women to participate in discussions, contribute ideas, and influence policy formulation.

Key Words: Women Participation, Implementation of Peace Building Strategies, Women Consultation, Relationship Management

Background of the Study

Peacebuilding is an activity that aims to resolve injustice in nonviolent ways and to transform the cultural and structural conditions that generate deadly or destructive conflict. It revolves around developing constructive personal, group, and political relationships across ethnic, religious, class, national, and racial boundaries. The process includes violence prevention; conflict management, resolution, or transformation; and post-conflict reconciliation or trauma healing before, during, and after any given case of violence (Hillman, 2018).

Pre-conflict peacebuilding interventions aim to prevent the start of violent conflict. These strategies involve a variety of actors and sectors in order to transform the conflict. Even though the definition of peacebuilding includes preconflict interventions, in practice most peacebuilding interventions are postconflict (Lijphart, 2019). There are many different approaches to categorization of forms of peacebuilding among the peacebuilding field's many scholars. Barnett et al. divide post-conflict peacebuilding into three dimensions: stabilizing the post-conflict zone, restoring state institutions, and dealing with social and economic issues. Activities within the first dimension reinforce state stability post-conflict and discourage former combatants from returning to war (disarmament, demobilization and reintegration, or DDR). Second dimension activities build state capacity to provide basic public goods and increase state legitimacy. Programs in the third dimension build a post-conflict society's ability to manage conflicts peacefully and promote socioeconomic development (Knowles, & Matisek, 2019).

As World War II ended in the mid-1940s, international initiatives such as the creation of the Bretton Woods institutions and The Marshall Plan consisted of long-term postconflict intervention programs in Europe with which the United States and its allies aimed to rebuild the continent following the destruction of World War II. The focus of these initiatives revolved around a narrative of peacekeeping and peacemaking. Following the bill passed by the Swiss Federal Parliament in 2004 which outlined various measures for civil peacebuilding and human rights strengthening, the Human Security Division (HSD) of the Federal Department of Foreign Affairs (FDFA) has been responsible for implementing measures which serve to promote human security around the world. It is the competence centre for peace, human rights and humanitarian policy, and for Switzerland's migration foreign policy (Galtung, 2016). Research has shown that women's participation in conflict prevention and resolution improves outcome before, during, and after conflict. For example, women's participation increases the probability of a peace agreement lasting at least two years by 20 percent and a peace agreement lasting fifteen years by 35 percent.

Statement of the Problem

Global peace has been in decline for four consecutive years, with the Middle East and North Africa (MENA) region having numerous high-intensity armed conflicts and regarded as the world's least peaceful region. Despite significant efforts by the UN and others, including civil society and regional organizations, high-level peace processes in the region remain largely stalled and women's meaningful participation limited, hampering the likelihood of reaching a durable agreement (Coning, 2019). Indeed, making strides towards women's effective participation and gender-inclusive peace processes continues to be a persistent challenge with relatively little progress since the passing of the landmark Security Council resolution 1325 on women, peace and security (WPS). Before the passage of the U.N. Women, Peace and Security act, a review of 664 peace agreements from 1990-2000 by U.N. Women noted that only 11% of them included any reference to women's security and inclusion. And from 1992-2011, only 4% of signatories and less than 10% of negotiators were women (Hazen, 2017).

In Kenya, Turkana County has been characterized by endless security issues. Since 2012 to April 2015 a total of 14 demonstrations, road blockages and attacks have been witnessed in Lokichar town according to the area police records. In October 2013 violent attacks on the company's site

forced them to suspend operations for 3 weeks and evacuate her non- local staff. Demonstrations have also taken place in block 10BA in Lowerengak in the first quarter of 2015, related to delayed payments by subcontractors. A complete road block lasted for 4 days. National Police Reservists (NPRs) and Administration Police have been deployed to provide security around oil sites. This arrangement is leaving communities vulnerable and contributing to the increased insecurity on the Turkana-Pokot border (Lokiyo, 2019).

NPRs serve for only 1-2 months before being replaced, leading to livelihood difficulties and possibly banditry incidences (by the same). The arrangement may also bring conflicts of interest for state security. The NPR, a volunteer community based force, whose role is to travel with and protect their own communities, faces other challenges. There is a lack of oversight, training and professionalism, leading to misuse of state weapons. Livelihood crises lead to banditry and metamorphosis into other directions that provide a monetary income (private security work) (Mkutu, 2019). They are also vulnerable to recruitment by politicians. However, the force is also the first line in responding to threats and conflicts, and provides vital local knowledge and a courageous defence. Lastly proper procedure is not always being followed by investors in making arrangements with state security. Other security issues noted include the plan to create conservancies in the south of the county. It is not clear at present whether these will be armed, as in other parts of Kenya, where concerns exist about the exacerbation of localised arms races. Whilst disarmament is being attempted in the south, this is likely to be strongly resisted unless impartial state security is provided to communities, establishing trust. Lessons may be taken from Uganda where disarmament of pastoralists in the northeast has been matched by ongoing security presence to protect against cross-border armed incursions by other groups (Kayumba, 2020). This study sought to assess the influence of women participation on the implementation of peace building strategies in Turkana County, Kenya

Objectives of the Study

The specific objectives of the study were;

i. To assess the influence of women consultation on the implementation of peace building strategies in Turkana County, Kenya.

ii. To determine the influence of relationship management on the implementation of peace building strategies in Turkana County, Kenya.

LITERATURE REVIEW

Theoretical Review
Stakeholders Theory

Stakeholders Theory was developed by Donaldson and Preston in 1995 and points out that firms often explicitly manage their relationship with various stakeholders. The stakeholder theory is a perfect way of understanding the organization in this environment. Ketokivi and Mahoney (2016) explain that the theory argues that the stakeholders that are part of the firm participate in it for their own benefits and there is no one benefit that is of more priority than the other.

The objective of this theory is to enable managers to have an understanding of stakeholders, manage them strategically. In specific, the managers should understand that stakeholders affect the success of projects. The relationship with the top management determines the participation of the stakeholders. Ketokivi and Mahoney (2016) indicate that for a firm to successfully remain relevant in the market, just treatment of its stakeholders is necessary.

Bridoux and Stoelhorst (2014) outline four basic premises of stakeholder theory. First, an organization/project will have different relationships with many stakeholders that are affected or can affect the decisions of the projects or firm. Secondly this theory looks sat the nature of the relationships in regard to the results sand processes of the organization and its stakeholders (Ketokivi & Mahoney, 2016). Thirdly, the theory points out that the legitimate stakeholder's interests have an intrinsic value and not one interest is more dominant than the others. Lastly, the stakeholder's theory looks at the managerial decision making. Stakeholders' theory will be used in this study to show the effect of women consultation on the implementation of peace building strategies in Turkana County, Kenya. Women are considered to be stakeholders in peace building strategies. Project managers should therefore ensure that they are consulted in all the phases of strategy implementation.

Excellent Theory

The Excellence theory was developed James E. Grunig in 1985. This theory points out that public relations can ensure the success of a firm since it is an important factor when it comes to its effectiveness, organization, its environment and the resources used in public relations (Chasi & Levy, 2016). This model is based on four factors: competing values, the attainment of goals, strategic constituencies and systems. The competing values factor is used as a bridge between the attainment of goals and strategic constituencies since it advices firms to incorporate strategic constituencies values in its goals if it is to achieve the most valuable goals to its strategic constituencies (Afroze & Khan, 2017).

According to the goal attainment factor firms can only be effective if they attain their objectives (Mazza, 2007). The theory further states that a firms environment is crucial if the firm is to achieve its goals since there needs to be a mutual need between the two. A system is defined as a unit made of complex elements but if the system is open such that there is import and export them the components are not the same as described above. This theory also indicates the components that are a support or those that can cause the non-attainment of the firm goals. The organization's human capital is categorized in line with their behavior when it comes to seeking for crucial information when it comes to the process of problem solving (Arisi & Mugambi, 2015). Excellent Theory will be used in this study to influence of relationship management on the implementation of peace building strategies in Turkana County, Kenya

Conceptual Framework
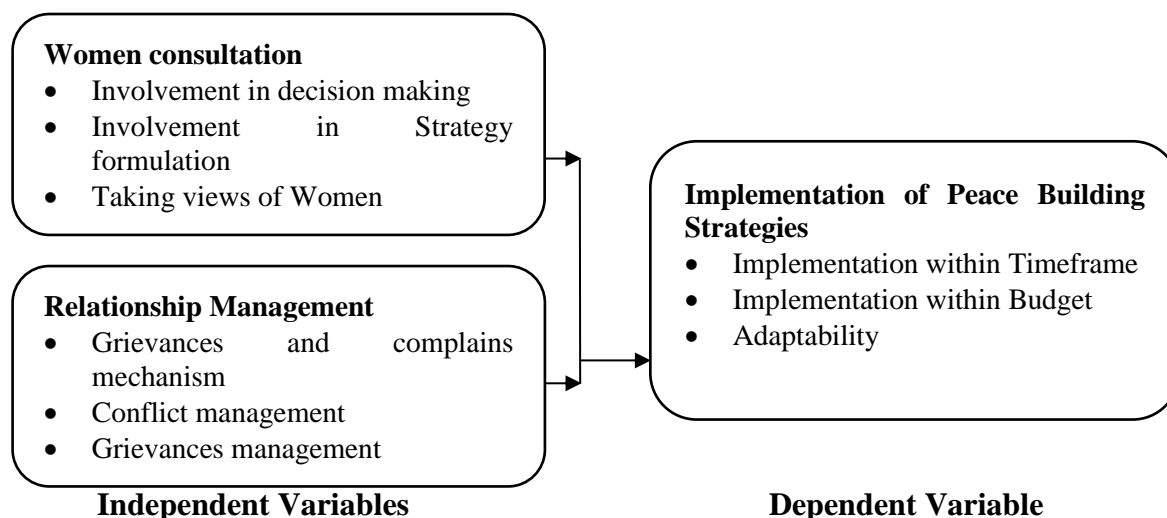
Figure 1: Conceptual Framework

Consultation

The organization should not plan for any public or private consultation with the public without making the stakeholders aware of the project and its effects on its employees and the local communities (Olsen & Hansen, 2014). In case the community members and the employees of the said projects are at a high risk of adverse impacts, it is the responsibility of the client to come up with consultation with the stakeholders and give them an opportunity to air their concerns on the project and the client should be willing to provide the stakeholders with a response and mitigation measures he will undertake to minimize the adverse impacts (Nadeem, Hameed & Haydar, 2014).

The consultation can only be termed as meaningful if there is full disclosure of the important information where necessary the project plans and the draft project documents should be provided before the project commence. The consultation should be done early during the environmental and social appraisal process and should include the risks associated with the project on the environment and social aspects of the community and the measures put in place to address these concerns (Bakari & Nuhu, 2018).

An Ngure (2018) note that the consultation process should be done in such a way that it respects the culture of the community and in an inclusive manner. The language used in the process should be one that the members prefer and it should also consider the vulnerable and disadvantaged in the community. In addition to the affected community members, others who should be part of this consultation should be any other interested parties. Wamugu and Ogollah (2017) explains that the consultation meeting should be included as part of public commitment of the organization. The participants should be well informed of the final decisions made by the client and the any added measures to mitigate the project risks. The participants should also be made aware of the concerns and views incorporated in the decision made and the process of complaint they can use to air any additional concerns they might have with the decision made.

Relations Management

The management of stakeholder relationship with the client is essential if the project is to be successful. A stakeholder in this case is anyone who will be or perceived to be impacted by the projected. It could be a person, an organization or a group of individuals. Public relations management seeks to create the best relationships between the stakeholders and their client by making sure that the expectations of the stakeholders are met or exceeded. This process should be guided by laid down principles if it is to be a success (Longhurst, 2009).

Further, the client should address the concerns of the stakeholders on time. For best results there should be a well laid down system to accept grievances from the stakeholders and to resolve these concerns. This system or process should be tailored to the social, environmental impacts of the project (Langaas, Odeck & Bjørvig, 2009).

If the stakeholders are to be satisfied with the grievance process then their concerns should be addressed in a quick manner and in a transparent way while being respectful to the community members. The mitigating measures should also be communicated to the community members at no cost and they should be able to understand these measures. The measures should also not be provided in such a way that they prevent the concerned parties from seeking lawful solutions from the courts or the administration in charge of the community (Gordon & Chadwick, 2007).

Empirical Review

Consultation and Implementation of Strategies

Milena and Guo (2011) did a study on the impact of public consultation on organizational performance in United States. The researchers adopted descriptive research method during their studies. The study found that public consultation result to better policy outcomes. The study found that according to the conservative view a tradeoff does exist between administrative and democratic decision making. Further the involvement of the public provided the administration with essential information and it improved the effectiveness of the public programs provided.

Olsen and Hansen (2014) examined the views of the public on the effect cause by exploration of oil in offshore oil exploration in Greenland. The study adopted a case study design. The results indicated that there was no agreement among the stakeholders when it came to the engagement and consultation levels. On the other hand, NGOs emphasize a need for public participation to include their views on decisions made, however the participants rather than take an active role prefer a passive role once the decisions are made.

Nadeem, Hameed and Haydar (2014) did a research on how public consultation impacted Environment Impact Assessment of projects in Pakistan. The study was based on public participation on the projects public meetings, interviews and workshops with EIA experts and personnel. The study found that public consultation was very effective when it was done early in the EIA project stages; it was transparent and reviewed by experts in the sector. The study also established that delayed public consultation and non-transparency during the decision making process negatively affected the effectiveness of EIA projects especially in developing nations.

In Tanzania, Bakari and Nuhu (2018) conducted a research on the influence of public consultation on performance of government projects. Descriptive research design was used to select 15 sub-projects selected in TASAF II national project in Bagamoyo District, Tanzania. The researchers observed 55 of the subprojects site. The outcomes revealed that although the projects were beneficial to the communities and they allowed the local communities to demand, utilize and evaluate services provided to them, challenges still existed in terms of poor analysis, lack of analysis and high costs due to the wastage of time and money. The study also established that although there were problems that were part of the projects, it was very important for the community to be part of the monitoring and evaluation of the TASAF 11 sub-projects.

Ngure (2018) conducted a research on the effect of public consultation on performance of projects in Nyeri County, Kenya. The sample for this study was chosen using systematic sampling. The total sample size was made up of 319 participants. A questionnaire was the tool for data collection. Content analysis was used to analyze qualitative data. The findings indicated that there was little level of information passed on to the women and youths and they were not well involved in the projects decision making them passive participants. This showed that there was a declining trend of women and youth empowerment and participation. The study also found that women and youth were often passive participants which led to their opinions being ignored. The study concludes that the project performance was to a large extent impacted by the leadership in the county.

In Kenya, Wamugu and Ogollah (2017) did a research on the role of public consultation on the performance of CDF projects in Mathira East Constituency. Descriptive research method was adopted during the study. The independent variables of this research were stakeholder participation in the start stages of the projects, planning stage, monitoring stage and implementation stage and monitoring and evaluation stage. The study found that public consultation in the project stages mentioned above significantly affected the projects performance.

Mbevi (2016) conducted a study on the effect of public consultation on projects performances in Makueni County, Kenya. The outcomes revealed that communities were not consulted in project cycle especially in monitoring and evaluation, training, resource contribution and decision making. However, this is due to limited economic resources and failure for community not to fully understand their roles in projects. The study established that community participation through information sharing, resource contribution, collective decision making and project governance have contributed extensively towards development project performance.

Relationship Management and Implementation of Strategies

Heeringa (2017) examined effect of stakeholder relationship management on complexity and integrated contracts in large infrastructure projects. The study adopted a cross sectional study design. Stakeholder relationship management (SRM) is acknowledged as a discipline in large infrastructure projects (LIPs) by governmental- and private organizations since several years, which have embedded it in their project teams. Stakeholder relationship management involved the involvement of all relevant stakeholders in a project and alignment of contradicting or supporting demands and wishes to reach shared goals.

Abeysekera and McLean (2011) examined the relationship between relationships from a stakeholder perspective and project success. The study used an explanatory research design and found that the relationship between the different stakeholders and the project client impacted the success of the project. In addition, client-contractor relationship has the greatest impact. The main ingredients in making successful relationships include proper management of the stakeholders, communication, availability of skilled employees, trust, honesty, fulfilling promises, proper control of the stakeholders, goal sharing, availability of control, planning and administrative systems that were effective and having a proper understanding of the beneficiaries needs.

Meng (2012) conducted a study on the effect of relationship management on project performance in construction. The study that used a questionnaire survey collected data from the UK construction industry and sought to deduce the traits of supply chain association that affected performance of construction projects. The ten indicators that were used to describe the supply chain association included continuous improvement, measurement of performance, allocation of risks, solving of challenges, communication, working as a team, no blame games, sharing of profit and loses and mutual goals. The outcomes showed that a deterioration of the association among the involved stakeholders increased the like hood of declined project performance. In case the performance was not good, enhancing some of relationship aspects could improve it.

Shamsan and Otieno (2015) conducted a study on the effect of strategic public relation on performance of Red Cross projects in Kenya. The descriptive study revealed that public relationship management significantly impacted the performance of Red Cross projects in Kenya. The study also established that public relationship management improved communication since it emphasized on communicating with the project stakeholders and ensuring that the objectives of this communication were in line with the projects goals and mission while improving the stakeholders support for the organization.

RESEARCH METHODOLOGY

This study used descriptive research design. Mugenda and Mugenda (2003) explained the descriptive design as a process of collecting data in order to test a hypothesis or to answer the questions of the current status of the subject under study. The target population makes a part of the universal population (Creswell, 2014). The target population for this study was a total of 197

respondents comprising of Women Representative, Women County Employee, and Women leaders in the local authority in Turkana County Government (Turkana County report, 2022). Since the target population is small, the study used census method. This implies that all the 197 respondents participated in the study. The study then used simple random sampling to select respondents from each group. In this study, primary data was used. It was collected using a semi structured questionnaire because they are cost effective and convenient to collect and summarise responses (Zikmond, 2017). This study adopted the self-administered questionnaire approach. A pilot study shall be done in one agency and shall target 20 respondents. This shall enable the researcher to test the unwavering quality and legitimacy of the poll. The standard that up to 10% of the example ought to comprise a pilot test (Creswell, 2017).

Data from questionnaires was coded and analyzed using the latest Statistical Package for Social Sciences (SPSS) computer software. The analyzed data was presented in the form of frequency distribution tables, pie charts and bar graphs where appropriate. The study employed mixed methods data analysis applying the use of descriptive and inferential statistics. Quantitative data collected was analyzed using descriptive statistics techniques. Qualitative data was analyzed using content analysis. Pearson R correlation was used to measure strength and the direction of linear relationship between variables. Multiple regression model was fitted to the data in order to determine how the predictor/independent variables affect the response/dependent variable.

PRESENTATION, ANALYSIS AND INTERPRETATION OF DATA

From the 197 questionnaires 191 were completely filled and returned hence a response rate of 96.95%. The response rate was considered as suitable for making inferences from the data collected. As indicated by Metsamuuronen (2017), a response rate that is above fifty percent is considered adequate for data analysis and reporting while a response rate that is above 70% is classified as excellent. Hence, the response rate of this study was within the acceptable limits for drawing conclusions and making recommendations.

Descriptive Statistics Analysis

Women Consultation and the Implementation of Peace Building Strategies

The first specific objective of the study was to assess the influence of women consultation on the implementation of peace building strategies in Turkana County, Kenya. The respondents were requested to indicate their level of agreement on women consultation and the implementation of peace building strategies in Turkana County, Kenya. The results were as shown in Table 1

From the results, the respondents agreed that the successful implementation of peace-building strategies is contingent upon the active involvement and leadership of women. This is supported by a mean of 3.996 (std. dv = 0.865). In addition, as shown by a mean of 3.819 (std. dv = 0.945), the respondents agreed that peace-building programs that integrate women's perspectives demonstrate a higher level of community engagement and support. Further, the respondents agreed that women's roles in implementing peace-building initiatives extend beyond passive involvement, actively influencing positive outcomes. This is shown by a mean of 3.798 (std. dv = 0.611).

The respondents also agreed that strategies that prioritize women's involvement in peace-building contribute to the long-term sustainability of peaceful coexistence. This is shown by a mean of 3.731 (std. dv = 0.908). With a mean of 3.711 (std. dv = 0.776), the respondents agreed that the recognition of women as key stakeholders in the implementation of peace initiatives highlights the interconnectedness of gender equality and lasting peace. The respondents agreed that empowering women through training and education enhances their capacity to contribute meaningfully to the execution of peace-building plans. This is shown by a mean of 3.675 (std. dv = 0.897). With a mean of 3.613 (std. dv = 0.786), the respondents agreed that collaboration between women and

other community members is essential for the successful execution of diverse peace-building activities.

Table 1: Women Consultation

	Mean	Std. Deviation
The successful implementation of peace-building strategies is contingent upon the active involvement and leadership of women.	3.996	0.865
Peace-building programs that integrate women's perspectives demonstrate a higher level of community engagement and support.	3.819	0.945
Women's roles in implementing peace-building initiatives extend beyond passive involvement, actively influencing positive outcomes.	3.798	0.611
Strategies that prioritize women's involvement in peace-building contribute to the long-term sustainability of peaceful coexistence.	3.731	0.908
The recognition of women as key stakeholders in the implementation of peace initiatives highlights the interconnectedness of gender equality and lasting peace.	3.711	0.776
Empowering women through training and education enhances their capacity to contribute meaningfully to the execution of peace-building plans.	3.675	0.897
Collaboration between women and other community members is essential for the successful execution of diverse peace-building activities.	3.613	0.786
Aggregate	**3.732**	**0.841**

Relationship Management and the Implementation of Peace Building Strategies

The second specific objective of the study was to determine the influence of relationship management on the implementation of peace building strategies in Turkana County, Kenya. The respondents were requested to indicate their level of agreement on various statements relating to relationship management and the implementation of peace building strategies in Turkana County, Kenya. A 5 point Likert scale was used where 1 symbolized strongly disagree, 2 symbolized disagree, 3 symbolized neutral, 4 symbolized agree and 5 symbolized strongly agree. The results were as presented in Table 2.

From the results, the respondents agreed that successful implementation of peace-building strategies is contingent upon effective relationship management with key stakeholders. This is supported by a mean of 4.168 (std. dv = 0.905). In addition, as shown by a mean of 3.959 (std. dv = 0.885), the respondents agreed that relationship management skills are crucial for navigating complexities and ensuring the smooth execution of peace initiatives within the community. Further, the respondents agreed that positive relationships established during the planning phase of peace-building strategies contribute to the acceptance and support of these initiatives. This is shown by a mean of 3.920 (std. dv = 0.605). The respondents also agreed that collaborative relationship management between governmental and non-governmental entities enhances the overall impact of peace-building efforts. This is shown by a mean of 3.915 (std. dv = 0.981).

The respondents agreed that the success of peace-building programs is closely tied to the quality of relationships between implementers and the community they serve. This is supported by a mean of 3.911 (std. dv = 0.873). In addition, as shown by a mean of 3.897 (std. dv = 0.786), the respondents agreed that fostering a sense of community ownership through relationship management encourages active participation in the implementation of peace strategies. Further, the respondents agreed that adaptive relationship management strategies enable peace-building

programs to respond effectively to evolving community dynamics and needs. This is shown by a mean of 3.789 (std. dv = 0.896).

Table 3: Relationship Management

	Mean	Std. Deviation
Successful implementation of peace-building strategies is contingent upon effective relationship management with key stakeholders.	4.168	0.905
Relationship management skills are crucial for navigating complexities and ensuring the smooth execution of peace initiatives within the community.	3.959	0.885
Positive relationships established during the planning phase of peace-building strategies contribute to the acceptance and support of these initiatives.	3.920	0.605
Collaborative relationship management between governmental and non-governmental entities enhances the overall impact of peace-building efforts.	3.915	0.981
The success of peace-building programs is closely tied to the quality of relationships between implementers and the community they serve.	3.911	0.873
Fostering a sense of community ownership through relationship management encourages active participation in the implementation of peace strategies.	3.897	0.786
Adaptive relationship management strategies enable peace-building programs to respond effectively to evolving community dynamics and needs.	3.789	0.896
Aggregate	**3.890**	**0.867**

Implementation of Peace Building Strategies

The respondents were requested to indicate their level of agreement on various statements relating to the implementation of peace building strategies in Turkana County, Kenya. A 5 point Likert scale was used where 1 symbolized strongly disagree, 2 symbolized disagree, 3 symbolized neutral, 4 symbolized agree and 5 symbolized strongly agree. The results were as presented in Table 3.

From the results, the respondents agreed that they are satisfied with the effectiveness in the implementation of peace building strategies. This is supported by a mean of 4.084 (std. dv = 0.997). In addition, as shown by a mean of 3.917 (std. dv = 0.831), the respondents agreed that implementation of peace building strategies take longer than expected. Further, the respondents agreed that the implementation of some peace building strategies is done within the stated budget. This is shown by a mean of 3.858 (std. dv = 0.563). The respondents also agreed that the implementation of peace building strategies helps in fostering peace and unity. This is shown by a mean of 3.831 (std. dv = 0.851). The respondents agreed that effective communication during the implementation phase is critical for building trust and transparency among community members. This is supported by a mean of 3.802 (std. dv = 0.861).

Table 4: Implementation of Peace Building Strategies

	Mean	Std. Deviation
Am satisfied with the effectiveness in the implementation of peace building strategies	4.084	0.997
The implementation of peace building strategies take longer than expected	3.917	0.831
the implementation of some peace building strategies is done within the stated budget	3.858	0.563
the implementation of peace building strategies helps in fostering peace and unity	3.831	0.851
Effective communication during the implementation phase is critical for building trust and transparency among community members.	3.802	0.861
Aggregate	**3.836**	**0.818**

Correlation Analysis

Table 5: Correlation Coefficients

		Strategy Implementation	Women Consultation	Relationship Management
Strategy Implementation	Pearson Correlation	1		
	Sig. (2-tailed)			
	N	191		
Women Consultation	Pearson Correlation	.856**	1	
	Sig. (2-tailed)	.001		
	N	191	191	
Relationship Management	Pearson Correlation	.859**	.189	1
	Sig. (2-tailed)	.000	.081	
	N	191	191	191

Moreover, the results revealed that there is a very strong relationship between women consultation and implementation of peace building strategies in Turkana County, Kenya (r = 0.856, p value =0.001). The relationship was significant since the p value 0.001 was less than 0.05 (significant level). The findings conform to the findings of Muiruri and Were (2016) that there is a very strong relationship between women consultation and strategy implementation.

The results also revealed that there was a very strong relationship between relationship management and implementation of peace building strategies in Turkana County, Kenya (r = 0.859, p value =0.000). The relationship was significant since the p value 0.000 was less than 0.05 (significant level). The findings are in line with the results of Minjeong and Sungyong (2021) who revealed that there is a very strong relationship between relationship management and strategy implementation

Regression Analysis

Table 6: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.925	.848	.849	.10120

a. Predictors: (Constant), women consultation, and relationship management

The model summary was used to explain the variation in the dependent variable that could be explained by the independent variables. The r-squared for the relationship between the independent variables and the dependent variable was 0.848. This implied that 84.8% of the variation in the dependent variable (implementation of peace building strategies) could be explained by independent variables (women consultation and relationship management).

Table 7: Analysis of Variance

Model		Sum of Squares	df	Mean Square	F	Sig.
	Regression	12.027	4	3.018	86.23	.000[b]
1	Residual	6.568	186	.035		
	Total	18.595	190			

a. Dependent Variable: Implementation of peace building strategies
b. Predictors: (Constant), women consultation, and relationship management

The ANOVA was used to determine whether the model was a good fit for the data. F calculated was 86.23 while the F critical was 2.420. The p value was 0.000. Since the F-calculated was greater than the F-critical and the p value 0.000 was less than 0.05, the model was considered as a good fit for the data. Therefore, the model can be used to predict the influence of women consultation, and relationship management on implementation of peace building strategies in Turkana County, Kenya.

Table 8: Regression Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	0.341	0.089		3.831	0.000
	women consultation	0.387	0.095	0.386	3.949	0.000
	relationship management	0.398	0.102	0.399	3.716	0.002
a Dependent Variable: Implementation of peace building strategies						

The regression model was as follows:

$$Y = 0.341 + 0.387X_1 + 0.398X_2 + \varepsilon$$

The results also revealed that women consultation has significant effect on implementation of peace building strategies in Turkana County, Kenya, β_1=0.387, p value= 0.000). The relationship was considered significant since the p value 0.000 was less than the significant level of 0.05. The findings conform to the findings of Muiruri and Were (2016) that there is a very strong relationship between women consultation and strategy implementation.

In addition, the results revealed that relationship management has significant effect on implementation of peace building strategies in Turkana County, Kenya β_1=0.398, p value= 0.002). The relationship was considered significant since the p value 0.002 was less than the significant level of 0.05. The findings are in line with the results of Minjeong and Sungyong (2021) who revealed that there is a very strong relationship between relationship management and strategy implementation.

Conclusions

In addition, the study concludes that women consultation has a positive and significant effect on the implementation of peace building strategies in Turkana County, Kenya. The study revealed that involvement in decision making, involvement in Strategy formulation and taking views of Women influence implementation of peace building strategies in Turkana County, Kenya

The study also concludes that relationship management has a positive and significant effect on the implementation of peace building strategies in Turkana County, Kenya. The study revealed that grievances and complains mechanism, conflict management and grievances management influence implementation of peace building strategies in Turkana County, Kenya.

Recommendations

Foster community involvement in decision-making processes related to peace-building efforts. Establish platforms for open dialogue between local communities, government officials, and other stakeholders to ensure that diverse perspectives are considered.

Conduct a comprehensive stakeholder analysis to identify key actors involved in peace-building efforts. Develop strategies for effective engagement and collaboration with these stakeholders, including local communities, government agencies, NGOs, and international organizations.

Suggestions for Further Studies

This study focused on assessing the influence of women participation on the implementation of peace building strategies in Turkana County, Kenya. Having been limited to implementation of peace building strategies in Turkana County, Kenya, the findings of this study cannot be generalized to implementation of other projects. The study therefore suggests further studies to assess the influence of women participation on the implementation of other projects or strategies.

Further, the study found that the independent variables could only explain 84.8% of the implementation of peace building strategies in Turkana County, Kenya. This study therefore suggests research on other factors affecting the implementation of peace building strategies in Turkana County, Kenya.

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