

READING & LEADING: MEN, NOT WOMEN, WILL NEED AFFIRMATIVE ACTION THROUGH PURSUIT OF EDUCATION IN KENYA- A LIBRARY ATTENDANCE RESEARCH

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Abstract

Though for now affirmative action is needed by women in order to climb or achieve leadership position, down the line, women will no longer need affirmative action to achieve leadership position because through education, women will be better candidates for employment at all levels be it corporate, government or political office. On the other hand, their male counterpart may need a helping hand, a kind of affirmation action in place in order to help them achieve leadership position. However, down the line in the future, a far much better ways than affirmative action as is currently crafted is needed that brings proper balance for and to both gender.

Background of the Study

The Platform for Women in Beijing, China, later followed in Nairobi, Kenya where watershed decisions about women were made is probably a trickle-down effect of what a woman has become today. It was the birth the affirmative action in many countries in the world. At least in Kenya, the affirmative action put a requirement that least a third of either gender to be appointed for any leadership position in any government appointments. This requirement remained weak and fragile till Kenya we promulgated the 2010 constitution which made it legal and binding what the affirmative action had already done.

Both the affirmative action and the constitution was a corrective measure of trying to shore up women who stood at a disadvantaged point as compared to their men counterpart. The affirmative action was to try to reach some level playing ground for women in particular who had had all high positions in government, corporate and political all negatively skewed against them.

To get one really educated woman to fill up a position, there was at least ten more qualified (and sometimes experienced men) on the cue. Hence, men filled almost all positions in the government, corporate and political arena. And so, there was need for more women than men to join their male counterparts 'up there'. At that time, all high positions in government, corporate and political arena were occupied by men leaving women to scamper for little and junior positions left. Hence, the two (affirmative action and the constitution) came in to try address the negatively skewed women in the society. In their wake, they tried to reach some level playing ground for women in particular.

This writer runs a library in the center of Ongata Rongai in Kajiado County where students in need of books or study space come. For seven months, the writer kept library attendance data which has shown more women attending library than men. This means that more women are pursuing education more than men are. There is a link between library attendance and pursuit of education at whatever level. And, there is a link between pursuit of education at whatever level and leadership. According to the attendance observed, more women



than men attended the library. If this trend continues, more women will be more educated and thus qualified than men. This may translate to more female gender significantly achieving leadership position through education and hence locking out men for positions of leadership in the government, corporate and political realm. This was recently evidenced in Kiambu County. When the governor of that county, William Kabogo was asked why he employed more women than men, the governor confessed that more women were more qualified than men and so got the jobs. This trend is spreading to other counties. Hence, what may be needed down the line is an affirmative action of a different kind, one that will be directed not to women, but this time, to men. There may be a reversal where fewer men than women will be qualified enough to take available positions. Hence, men, not women, may be encouraged to take up positions and so an affirmative action directed at men may be put in place.

Statement of the Problem

Given the high numbers of women verses men who need and attend the library, hence a reflection of high enrollment and pursuit of education of women compared to their men counterparts, there may never be need of affirmative action for women to fill leadership positions available. Rather because there will be more qualified women than there will be men, there seems to be need of affirmative action directed towards men to fill leadership positions available.

Hypothesis

H₀: Affirmative action is no longer significant to female gender to achieve leadership position through education.

H₁: Affirmative action is significant to female gender to achieve leadership position through education.

Literature Review

Nothing in human is more basic than the interaction between men and women. As philosophers Schopen wrote, the relation between sexes is the invisible central point of all conduct” Riance aisle added “The way we structure the fundamental of all human relations (without which our species should not go on) has profound effect on anyone of pure institution on our values and the direction of our cultural evolution, particularly whether it will be peaceful or more warlike”. Inevitably, anything that touches how the two genders relate affects everything else, from family life to politics. The long terms trend increase global, toward expanded toward expand social roles for women roles for women must therefore be counted as one of the deepest Earth currents of history. Its long – term impact will be the most revolutionary over the next two generations.

In the book, ‘The Gender Benders’, Egner (1981) documents nine (9) goals of the feminist movement, which, for the sake of our argument, we shall only focus on four of them, which are (1) An equal relationship between men and women. No longer should the man use his superior strength or the woman her feminine wiles to gain advantage over the others. They must see themselves as being equal (2) Equal employment opportunities and equal pay (3) Equal educational opportunities and (4) The right to choose their own careers.



Equal Relationship

Mallory (1996) said that societal thinking about men and woman has gone through rather remarkable cycle. In the not- so- distant past, men were considered superior to women. This ‘superiority’ was based on physical strength, which at one time was the primary factor for survival. Freudian psychology also contributed to the idea that women were weaker than men and driven by envy of them. Snyder (1995) puts it that as society moves from industrialization to post – industrialization opportunities for women expanded even more as physical size and strength became less and less a factor in an information society. At the risk of oversimplification, Marger (1996) classifies feminism movement into two camps: gender feminism and equity feminism. Marger says the focus of the efforts of equity feminists is the attainment of equal rights and opportunities for women in all areas of social and economic life. Women were not content with the demeaning status of being ‘inferior’.

Equal Employment Opportunities and Equal Pay

Women in ancient history, the middle ages and some parts of the nineteenth century cared for children and stayed near home. However, some shades of change began in the middle ages at the coming of the renaissance, with its discovery of the classic and its cultural progress. The woman’s lot began to improve. Better growing and harvesting techniques gave people more time.

Gender feminism begins from a position that society is fundamentally patriarchal. All institutions-the school, the economy, the polity, religion-are dominated by men, and their dominance is supported by gender ideology. In this view, men use various means, including aggression and violence, to maintain their societal power. Rather than women playing victims and men playing victors, women have progressively demanded to be seen as equals in every way. In their article, “Gender and leadership? Leadership and gender? A journey through the landscape of theories” Appelbaum, Audet and Miller (2003) notes that organization (an American non-profit organization devoted to the advancement of women in business) is more optimistic and projects the percentage of women corporate officers in future years to be 16.5 percent in 2005, 20.1 percent in 2010 and 27.4 percent in 2020. They continue to documents the following percentage point increase in women leadership.

Percentage point increase Period		
F500 corporate officers	+3.8	1995 vs 2000
F500 board of directors	+2.2	1995 vs 2000
F500 corporate line officers	+2	1997 vs 2000
Highest ranking corporate	+2.7	1995 vs 1999
Officer positions		
F500 top earners	+2.9	1995 vs 2000

And, though the authors lamented that even if predictions of women gaining more space in leadership positions as predicted prove true, underrepresentation will remain notable despite these increases. However, as this paper tries to prove, women space in leadership is not only more positive than negative but is widening fast, to a level that women will no longer need affirmative action, but may give the gift of affirmative action that has really worked well with them to their male counterparts who may need it to correct the widening gap of advantage women may be having on their side.

Equal educational opportunities

Therefore, women are crying for equal relationship, not based on muscles, but on intellect. Are they right? Have they succeeded? The second question is easier to answer than the first, Kathleen Newland of Worldwatch Institute notes.” The role of women in the society is changing all over the world. The highly visible women liberation movement in the industrial west finds its muted parallel even in the remote rural villages,” This is an indication of success. From the observed library data, there is something more fundamental happening in in what we can call modern day battle of sexes. Women are upstaging men in the mind, that is, in reading, in educational pursuits. More women of all ages are going back to school to acquire more knowledge and skills to enable them climb in the ladder of leadership in business, corporate and government ranks. It is the researcher’s prediction that, rather than requiring affirmative action to climb along the ladder of leadership, women will do so unaided. Indeed, it may be men who may more need affirmative action to climb to where they want to go.

The right to choose their own careers

The Industrial Revolution brought another gift to women, who could now work at factories, and this got her outside home. The rise of cities took her off the farm, with endless round of milking, planting and harvesting. Money began to increase, bringing her new potentials for change in female status. Come twentieth century, and the man came home after World War II to find a new kind of woman than she had left. Out of necessity, women showed that they could be counted upon to fill the need for doctors, dentists, college professors, technicians and skilled and unskilled laborers. For the first time, the woman was demanding equal pay for equal job, and she achieved beyond her dreams. Now, the woman has more confident steps as she climb corporate, government and political ladder and her man counterpart, rather than having even bolder and more confident steps, has had his confident going down, his steps unsure and unsteady.

Research Methodology

This study involved a literature study as well as an empirical investigation to help achieve the research objectives. The universe of this study was men and women attending the library.

Research Design

The research design employed in this study is descriptive in nature. Descriptive studies describe characteristics associated with the subject population. This method is most appropriate for the research because by analyzing the data collected one can establish the ‘what and why’ phenomena.

Location of the study

The study was conducted in the library and records of library attendance were kept for the purposes of analysis.

Target Population

This study involved a literature study as well as an empirical investigation to help achieve the research objectives. The universe of this study was men and women in library attendance.

Sampling Techniques and sample size

The researcher used random or probability sampling method called random sampling method where, whoever happened to attend the library was sampled and categorized according to gender. To arrive at reasonable representative sample size, the researcher used random sampling method. The sample size was an observation of seven months data, from June to December 2013 of men and women attending the library.

Research instrument

The research instrument the researcher was observational instrument.

Validity & Reliability of research instruments

The research instruments adopted by the researcher are quite valid as they offered the researcher sufficient responses from the respondents particularly because the conclusions was developed on the basis of library records for the seven months.

Data Analysis and reporting process

Descriptive statistics (mean, mode and median) was calculated from the responses received so as to obtain a general view of the respondents' opinion. The researcher used a descriptive research design that is descriptive statistics, that is, use of statistical tools such as mean, mode and median which calculated from the responses received so as to obtain a general view of the respondents' opinion.

Data Analysis

The following has been the data collected in the months of June to December 2013 about the library attendance between men and women respectively:

Months	Men	Women
Jun	56	239
Jul	71	201
Aug	44	302
Sept	25	289
Oct	51	265
Nov	32	167
Dec	49	234

Let the values of men be x and those of women be y

	Men(x)	Women(y)	xy	X ²	y ²
1	56	239	13384	3136	57121
2	71	201	14271	5041	40401
3	44	302	13288	1936	91204
4	25	289	7225	625	83521
5	51	265	13515	2601	70225
6	32	167	5344	1024	27889
7	49	234	11466	2401	54756
Σ	328	1697	78493	16764	425116

$$\bar{x} = \frac{\sum x}{n} = \frac{328}{7} = 46.86, \bar{y} = \frac{\sum y}{n} = \frac{1697}{7} = 242.43$$

$$SS_{xy} = \sum xy - \frac{\sum(x)\sum(y)}{n} = 78493 - \frac{(328)(1697)}{7} = 78493 - \frac{556616}{7} = 78493 - 79516.57143 = -11018.571$$

$$SS_{xx} = \sum x^2 - \frac{(\sum x)^2}{n} = 16764 - \frac{(328)^2}{7} = 16764 - \frac{107584}{7} = 16764 - 15369.14286 = 1339.42857$$

$$SS_{yy} = \sum y^2 - \frac{(\sum y)^2}{n} = 425116 - \frac{(1697)^2}{7} = 425116 - \frac{2881809}{7} = 425116 - 411687 = 13429$$

To find regression line:

$\bar{y} = a + bx$, where:

$$b = \frac{n(\sum xy) - \sum x \sum y}{n(\sum x^2) - (\sum x)^2} = \frac{7(78493) - (328)(1697)}{7(16764) - (328)^2} = \frac{549451 - 556616}{117348 - 107584} = \frac{-7165}{9764} = -0.733818107$$

$$a = \frac{\sum y}{n} - b \frac{\sum x}{n} = \frac{1697}{7} - (-0.733818107) \frac{328}{7} = 242.4285714 - (-0.733818107 * 46.85714286) = 242.4285714 - (-34.38461987) = 242.4285714 + 34.38461987 = 276.8131913$$

$$a = \bar{y} - b\bar{x} = 276.8131913 - (-0.733818107) * 46.86 = 276.8131913 + 34.38461987 = 311.19781117$$

The determinant of women attendance

$$\text{Therefore, if } x=20, \text{ then } y = 276.8131913 - 0.733818107(20) = 276.8131913 - 14.67636214 = 262.13682916$$

Contingency table

This contingency table divides the men and women into two, working, that is, those who are holding a job at the same time studying, and non-working, that is, those who are not working and only studying.

	Working	Not-working
Men	318	10
Women	1621	76

To find the values of r and r²

$$r = \frac{SS_{xy}}{\sqrt{SS_{xx}SS_{yy}}} = \frac{-11018.571}{\sqrt{(1339.42857)(13429)}} = \frac{-11018.571}{\sqrt{17987500}} = \frac{-11018.571}{42423.46} = -0.2600035791$$



Step 2: Selecting the level of significance
 The writer selects the 0.05 significance level

Step 3: Selecting the test statistics

								Row Total	
Men	56	71	44	25	51	32	49	328	
Women	239	201	302	289	265	167	234	1697	
Column Total	295	272	346	314	316	199	283	2025	Grand Total

$$\text{Expected Frequency (Ei)} = \frac{\text{Row total} * \text{Column Total}}{\text{Grand Total}}$$

Number of rows=2, Number of columns=7

Degree of freedom (d.f.) = (Number of rows-1) (Number of columns-1)=(2-1) (7-1)=(1) (6)=6

The determinant of women attendance

$$\text{Therefore, if } x=20, \text{ then } y = 276.8131913 - 0.733818107(20) = 276.8131913 - 14.67636214 = 262.14177449$$

Contingency table

This contingency table divides the men and women into two, working, that is, those who are holding a job at the same time studying, and non-working, that is, those who are not working and only studying.

	Working	Not-working
Men	318	10
Women	1621	76

To find the values of r and r²

$$r = \frac{SS_{yy}}{\sqrt{SS_{xx}SS_{yy}}} = \frac{364385.15}{\sqrt{(-1018091761)(364385.15)}} = \frac{364385.15}{\sqrt{-37097751914}} = \frac{364385.15}{-19260776.7} = -0.018918507$$

$$r^2 = -0.000035791$$

Step 3: Selecting the test statistics

								Row Total	
Men	56	71	44	25	51	32	49	328	
Women	239	201	302	289	265	167	234	1697	
Column Total	295	272	346	314	316	199	283	2025	Grand Total

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Degree of freedom (d.f.) = (Number of rows-1) (Number of columns-1)=(2-1) (7-1)=(1) (6)=6

Standard Deviation: $S_1 = \sqrt{\frac{\sum(x - \bar{x})^2}{n}}$ as calculated below:

Calculating S1					
x	\bar{x}	$x - \bar{x}$	$(x - \bar{x})^2$	n	$\frac{(x - \bar{x})^2}{n}$
239	242.43	3.43	11.7649	7	1.5807
201	242.43	-41.43	1716.4449	7	245.2064143
302	242.43	59.57	3548.5849	7	506.9407
289	242.43	46.57	2168.7649	7	309.8235571
265	242.43	22.57	509.4049	7	72.77212857
167	242.43	-75.43	5689.6849	7	812.8121286
234	242.43	-8.43	71.0649	7	10.15212857
Σ					1959.287486

Standard Deviation: $S_2 = \sqrt{\frac{\sum(x - \bar{x})^2}{n}}$ as calculated below:

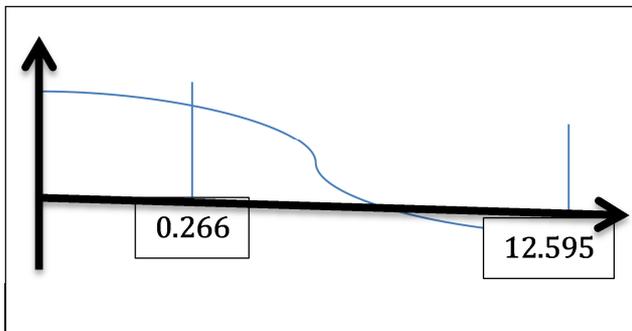
Calculating S2					
x	\bar{x}	$x - \bar{x}$	$(x - \bar{x})^2$	n	$\frac{(x - \bar{x})^2}{n}$
56	46.86	9.14	83.5396	7	11.93422857
71	46.86	24.14	582.7396	7	83.24851429
44	46.86	-2.86	8.1796	7	1.168514286
25	46.86	-21.86	477.8596	7	68.26565714
51	46.86	4.14	17.1396	7	2.448514286
32	46.86	-14.86	220.8196	7	31.54565714
49	46.86	2.14	4.5796	7	0.654228571
Σ					199.2619997

To calculate Standard Error (S.E. $\bar{x}_1 - \bar{x}_2$):

$$S.E. \bar{x}_1 - \bar{x}_2 = \sqrt{\frac{S_1^2}{n_1} - \frac{S_2^2}{n_2}} = \sqrt{\frac{(1959.287486)^2}{7} - \frac{(199.2619997)^2}{7}} = \sqrt{\frac{3838807.453 - 39705.34452}{7}}$$

$$= \sqrt{548401.0647 - 5672.192075} = \sqrt{542728.88726} = 736.7013456$$

$$Z = \frac{\bar{x}_1 - \bar{x}_2}{SE_{\bar{x}_1 - \bar{x}_2}} = \frac{242.43 - 46.86}{736.7013456} = \frac{195.57}{736.7013456} = 0.265467141, \text{ at } 6 \text{ d.f.}, X^2_{0.05} = 12.592$$



0.265 lies in the accepted area hence accept the null hypothesis that affirmative action is no longer significant to female gender to achieve leadership position through education. We reject the alternate hypothesis that affirmative action is significant to female gender to achieve leadership position through education. Therefore, affirmative action is no longer significant on female gender to achieve leadership position through education.

Conclusion

Women will no longer need affirmative action to achieve leadership position. Through education, women will be better candidates for employment. Through that, they will be able to climb to any leadership position they desire be it corporate, government or political office. On the other hand, their male counterpart will need a helping hand, a kind of affirmation action in place in order to help him achieve leadership position.

Suggestions & Recommendations

The study has gone on to show that though the scales against women worldwide and locally are still bent towards men, the affirmative action has worked and is working so far so well for women. The study has gone ahead to predict that down the line, by and large, women would have with them good education to enable them climb unassisted in the corporate, political or government ladder. This means that women will be able to get any level of leadership unaided. Hence, they may no longer need the affirmative action to help them climb anywhere they desire to climb. Hence, affirmative action as a tool so precious for them to make it in life will not be so needful to them as such.

On the other hand, if the current trend continues, the men who needed no aid or assistance to climb in the corporate, political or government ladder may find that they indeed need some help. A man who was hitherto both symbol and custodian of leadership will find it difficult to take leadership position that was previously so obvious for them. Hence, to make it in life, or to climb up in life, man may require the same tool women used- the affirmative action.

In the process of bringing the girl-child to the level of the boy-child, the society neglected, overlooked or ignored the boy-child. This translated to bringing him lower and lower to the girl-child to a level of his feeling not only down but undervalued as well. Indeed, what many refer to as the 'battle of sexes' has historically travelled from a woman being 'inferior' to a woman being victimized, to finally producing a woman as a victor. However, this battle will not augur well to the society and something needs to be done to remedy this. The society must move from rescuing a woman where great emphasis is placed on one gender, to rescuing the society itself from itself where emphasis is placed on both gender. Governments should move away from the currently skewed policies towards (and against) one gender to policies that

recognizes and promotes gender balance. Indeed, though there are many areas where women have not 'caught up' with men, affirmative action has by and large achieved its goal, and, if allowed to continue, will continue its constructive-destructive venture, that is, constructive for women and destruction for men. Therefore, for the sake of both gender, affirmative action should be done away with and something that promotes equal emphasis and balance put in place. Probably, a far much better ways than affirmative action as is currently crafted is needed that brings proper balance for and to both gender.

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