

Women Leadership and Economic Empowerment in Kajiado County, Kenya

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ABSTRACT

Most organizations have been reporting their inability to achieve the set objectives. Several factors have been pointed out to be the major cause. Apart from other external factors such as adequate finance, political goodwill, and a conducive environment, there seem to be other factors related to intergroup cohesion that affect goal achievement. This study was done in Kajiado County, Kenya and it sought to establish Women's Leadership and Economic Empowerment in Kajiado County, Kenya. The study had four objectives, to establish the influence of policies by women in leadership on economic empowerment, to explore the influence of income-generating programs by women in leadership on economic empowerment, to determine the influence of community capacity building by women in leadership on economic empowerment and to examine the influence of financial support programs by women in leadership on economic empowerment in Kajiado County which is categorized as a marginalized County. The study adopted a simple random sampling method and purposive sampling technique to select the sample size. The sample size comprised residents and community members of productive age between 20 years to 59 years and 14 women political leaders of Kajiado County. The study concluded that policies, income-generating activities, capacity-building programs, and financial support programs by women leaders have a positive and significant influence on economic empowerment in Kajiado County. Women's presence in positions of leadership has seen the formulation of policies and programs that address the economic aspects of women. The study recommended that more women should be integrated into leadership positions so that they can contribute and influence decisions, policies, and programs aimed at enhancing the economic empowerment of the community members. This study is expected to be valuable to researchers and scholars. It will also be of significance to policymakers, the government, and international organizations as the study will generate findings that can be relied upon to inform future developments on women's empowerment to leadership positions.

Key Words: Women in Leadership, Community Capacity Building, Economic Empowerment, Financial Support Programmes, Income Generating Programs, Policies.

1. INTRODUCTION

Women's participation in political sphere and in decision-making positions is linked to the achievement of several of the Sustainable Development Goals (SDGs) and targets. SDG 5 emphasizes on achievement of gender equality and empowering all women and girls. It seeks to ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political economic and public life ^[1]. As a result of this global advances have been made towards the recognition of the principle of women's political economic and social equality ^[2]. Women's participation in political sphere and in decision-making positions is linked to the achievement of several of the Sustainable Development Goals (SDGs) and targets. SDG 5 emphasizes on achievement of gender equality and empowering all women and girls It seeks to ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political economic and public life [1] As a result of this global advances have been made towards the recognition of the principle of women's political economic and social equality [2].

2. BACKGROUND OF THE STUDY

There is growing recognition of the untapped capacity and talents of women and women's leadership'. Over the last two decades the rate of women's representation in national parliaments globally has incrementally increased from 11.8q percent in 1998q to 17.8q percent in 2008q to 23.5 percent in 2018, and to 24.5% as of October 2019 (Inter-Parliamentary Union, 2019). Some

regions have seen particularly dramatic increases such as Sub-Saharan Africa where in the last 20 years the number of women in parliaments has risen from 11 to 23.6 percent. The Arab States region has also seen an increase from 3.1 to 17.5 percent (Inter-Parliamentary Union, 2019). Between 1995 and 2005, there was an upsurge in the visibility of women's involvement in leadership and decision-making in Africa. According to research by Zuberyl, [3], claimed the implementation a gender quota system resulted in an upsurge of the number of women who participated in public decision-making in Mozambique. (34.8%), South Africa (32.8%), Tanzania (30.4%), Burundi (30.5%), Rwanda (48.8%), Namibia (26.9%), and the Democratic Republic of Congo (DRC).

Rwanda for example has the highest number of women parliamentarians worldwide, with a 61.3 per cent across the globe according to Inter-Parliamentary Union, 2019. Women's organizations in the Congo successfully lobbied the government to include the principle of a 50–50q parity representation in the constitution in 2006, [4]. In Burundi the government included a quota for a 30 percent representation of women in the 2005 constitution and to the electoral code in 2009, [4]. . In Mali Niger and Cape Verde priority funding was awarded to political parties with large female representation which ensured the nomination of at least 10%q female candidates for either elective or appointive positions. [5]; [6 In Sub-Saharan Africa some female legislators were elected through gender quotas which is a system of reserved seats, [7]. Despite these achievements the total global representation is still well below the 30 percent benchmark often identified as the necessary level of representation to achieve a “critical mass” – a considerable minority of all legislators with significant impact,[8]. There are still restrictive laws cultural practices institutional barriers and disproportionate access to quality education healthcare and resources which continue to marginalize women from the political economic and social spheres, worldwide [9] . There is established and growing evidence that women's leadership in political decision-making processes improves political, economic and social aspects of a country [11]. Women in political leadership are championing issues of gender equality such as the elimination of gender-based violence parental leave and childcare pensions gender-equality laws and electoral reform. Greater representation of women in parliaments led to higher expenditure on education as a share of GDP [12]. Other than the political benefits, the economic and social benefits of narrowing the gender gaps and having more women in leadership are clear. If women were to participate in the world of work identically to men and additional \$28q trillion or 26 percent of incremental global GDP, could be achieved in 2025. That's roughly the combined size of the economies of the United States and China today [13].

Women's underrepresentation in leadership positions either in politics or business may affect economic performance and progress [14]. Gender inequality is a barrier to development particularly over the long run. Even though important steps have been taken in many countries in order to achieve gender equality and empower women into leadership, there are still many unresolved issues. [15], [16]. It is necessary to use a great potential of women in leadership to narrow gender gaps, improve country's growth and boost investment in inclusive social spending (social protection, health and education spending), which are key for economic empowerment [14]. [14]. Those in leadership needs to address barriers inhibiting productive job creation and human capital formation for women; as economic empowerment has a more nuanced relationship with female labor-force participation. [15] Reduction of women's accessibility in the labour market is a great loss for country, hence the need to empower women economically through human capital development, which reduces gender inequality and reinforces productivity and accelerate economic development. Moreover, a report by Overseas Development Institute (ODI) detailed ten factors that can either enable or constrain women's economic empowerment and economic development in general. They are: education skills developing, and training access to quality, decent paid work's address unpaid care and work burdens' access to property assets and financial services; collective action and leadership; and social protection. Others include labor market characteristics' fiscal policy's legal regulatory and policy framework gender norms and discriminatory social norms [17] .

In Kenya, a new governance structure stemmed from the passage of a new constitution in 2010 that introduced a bicameral legislative house devolved county government. From the 2010 constitution, a number of important political gains have been made by women which have seen an increase of women in political leadership, some serving as Member of County Assemblies (MCAs), Members of parliament, Senators and some are serve as governors. Even though Kenyan women are yet to fully enjoy the benefits of the 2010 Constitution- the two thirds gender rule- a lot of gains have been made and more women are now in political leadership and decision-making positions. A 2018 report published by NDI and the Federation of Women Lawyers (FIDA Kenya) highlights a number of important political gains made by women during the 2017 general elections. The 2010 Constitution through the two thirds gender rule brought more women into political leadership and decision-making positions. For the first time in Kenya's history women were elected to serve as governors and senators andq29 percent more women ran for office than in the previous election, a fact that led to the largest number of women ever seated at all levels of the Kenyan government Women now hold 172of the 1,883 elected seats in Kenya up from 145 after the 2013 elections. The new political and economic governance system is believed to be transformative and as it has promoted greater investments at the grassroots strengthened accountability and public service delivery at local levels [18]. This study sought to establish the extent to which this increase of women in leadership has been transformative and enhanced economic empowerment in the community, with a focus on Kajiado County, In the context of Kajiado County, the County was formed after the successful implementation of Kenya's

Constitutional Referendum of 2010 which yielded the 47 counties in the Country. The County occupies an area of 21,871.1 km² and has a population of 1,117,840 according to the 2019 Kenya Population and Housing Census [19]. The County has six sub counties namely Isinya, Kajiado Central, Kajiado North, Kajiado West, Loitokitok and Mashuuru. Kajiado County is adjacent to the Capital City of Kenya Nairobi. Kajiado County also neighbor's counties of Machakos, Makueni, Narok, Taita Taveta and Kiambu counties. The main economic activities in the county include nomadic pastoralism tourism livestock trading and sand harvesting [20]. Political underrepresentation illiteracy unemployment poor infrastructure and social amenities and undesirable cultural practices are the key issues affecting the minority and marginalized groups' Key interventions suggested include community sensitization on undesirable cultural practices community empowerment and creation of more employment opportunities especially by the county government [21].

The marginalization of the county is believed to have an effect on economic progress and development. As result, there are interventions and programmes being implemented by both national and county government to enhance economic empowerment of the people which has a strong impact on poverty and economic growth/progress. For instance, to address illiteracy, the County has promoted adult literacy/ adult education in order to empower out of school youth and adults through education and skills training opportunities. The 2019 Kenya Population and Housing Census shows that the adult education enrolment in the County as 7,465 in 2017, 8,397 in 2018 and 6,883 in 2019 ^[19], with majority being women have been discriminated over the year, due to cultural social norms. The County believes that enhancing literacy levels of the population can empower them and subsequently help achieve economic development. Since there is evidence that women's leadership in political decision-making processes improves political economic and social aspects of a country; this study sought to establish whether and how women in leadership influence economic empowerment of the community living in Kajiado County, Kenya.

3. STATEMENT OF THE PROBLEM

Nowadays more women are increasingly occupying leadership roles, even though they still are a minority ^[22]. Women as leaders and decision-makers at all levels are critical to advancing economic, social, and political progress for all. Women are believed to hold and represent much of the world's unrealized potential ^[21]. As a result of this, global advances have been made towards the recognition of the principle of women's political economic and social equality ^[4]. In Kenya, a number of important gains have been made by women which have seen increase of women in leadership. A lot of gains have been made, and more women are now in leadership and decision-making positions, even though Kenyan women are yet to fully enjoy the benefits of the 2010 Constitution- the two thirds gender rule.

Women's leadership is intrinsically linked to achieving the Sustainable Development Goals. Women are affected by each of the 17 SDGs, and are believed to be key to achieving each of these goals ^[10], which foster economic empowerment and transformation ^[23]. Economic empowerment reduces poverty. It increases the ability of households to withstand crises and the ability of governments to insure their poorest citizens against sickness and hunger ^[23]. With the increase of women in leadership in Kenya, it's of great interest to establish how this influences economic empowerment in the country. It is on this identified background therefore that this study seeks to examine the extent to which women in leadership have influenced economic empowerment of both men and women in the country; either through programmes, projects or policies. A review of the existing studies conducted in Kenya shows that no notable study has been conducted to probe how women in leadership influence economic empowerment. This study therefore sought to fill that gap. The study focused on Kajiado County which has communities identified as minority and marginalized; and faces challenges such as illiteracy, unemployment, poor infrastructure and social amenities, which affects economic empowerment

4. OBJECTIVES OF THE STUDY

- i. To establish the influence of policies by women in leadership on economic empowerment in Kajiado County.
- ii. To explore the influence of income generating programs by women in leadership on economic empowerment in Kajiado County.
- iii. To determine the influence of community capacity building by women in leadership on economic empowerment in Kajiado County.
- iv. To examine the influence of financial support programmes by women in leadership on economic empowerment in Kajiado County.

5. THEORETICAL LITERATURE REVIEW

The study was anchored on the Transformational Leadership Theory, Critical Mass Theory and the Empowerment Theory. Transformational leadership is a relatively new approach to leadership that focuses on how leaders can create valuable and positive change in their followers. The concepts of transformational leadership were first introduced by James MacGregor Burns when studying political leaders but this term is now used when studying organizations as well ^[25]. Transformational leaders focus

on “transforming others to support each other and the organization as a whole Followers of a transformational leader respond by feeling trust admiration loyalty and respect for the leader and are more willing to work harder than originally expected. From the review of the theory above, it can be deduced that transformational leaders can enhance community and country’s economic empowerment. This study employed the concepts of Transformational leadership theory to establish the role and influence of women leadership on economic empowerment of the community living in Kajiado County, Kenya.

The concept of critical mass was originally created by game theorist Thomas Schelling and sociologist Mark Granovetter to explain the actions and behaviors of a wide range of people and phenomenon. Critical mass theory helps us to understand aspects of humans as they act and interact in a larger social setting. Critical mass theory in gender politics and collective political action is defined as the critical number of personnel needed to affect policy and make a change not as the token but as an influential body’s This number has been placed at 30%, before women are able to make a substantial difference in politics ^[26]. A central concept in research on women’s political representation is the notion of ‘critical mass’. It is frequently invoked to explain why women do not always appear to represent women once they are in political office. Gender and politics scholars and activists suggest that this pattern is due not to the inclinations of female office holders but rather to the fact that there are fewer women than men in almost all elected assemblies’ They argue that women are not likely to have a major impact on legislative outcomes until they grow from a few token individuals into a considerable minority of all legislators’ only as their numbers increase will women be able to work more effectively together to promote women-friendly policy change and to influence their male colleagues to accept and approve legislation promoting women’s concerns ^[27]. Over the last twenty years ‘critical masses have gained wide currency among politicians the media and international organizations as a justification for measures to bring more women into political office ^[28]. However, gender and politics scholars have become increasingly skeptical of the concept as they have discovered other relationships between the numbers of women elected and the passage of legislation beneficial to women as a group’s One scholar finds for example that women make a difference – and indeed perhaps a greater difference – when they form a very small minority ^[29]. Another observes that an increase in the proportion of women elected actually decreases the likelihood that individual female legislators will act on behalf of women as a group ^[31]. This study applied ‘critical mass’ theory to establish whether an increase of women in political leadership make a difference or have a positive influence on economic empowerment of the country with a focus on Kajiado County.

The study is also guided by empowerment theory by Zimmerman (2000). The term ‘empowerment ‘originated from American community psychology and is linked with the social scientist Julian Rappaport (1981). On the other hand, Zimmerman (2000) defines empowerment as a multilevel context specific dynamic construct occurring at the individual, organizational and community level. The empowerment theory by Zimmerman describes empowerment as one’s perceived efficacy and control over the social economic and political aspects of one’s life and it is conceptualized as a multilevel construct occurring at the individual family organizational and community levels ^[31], from Zimmerman’s perspective, there are three levels of empowerment’s organizational community and individual empowerment. The first level of empowerment organizational empowerment refers to the organizational processes and structures that enhance member participation and performance and eventually improve the achievement of organizational goals. ^[31] The second level of empowerment community empowerment refers to collective action to improve the quality of life in a community and to the connections among community organizations ^[32]. However, ^[31] indicate that organizational and community empowerment is not simply a collection of empowered individuals’ for the individual’s empowerment is concern with the transformation of individuals’ lives in achieving goals and reaching targets which they had thought impossible (i.e. to gain authority skills status self-belief and image progressing to greater things and increasing rewards) ^[32] This empowerment theory seeks to understand the concept of economic empowerment in the community. Using the concept of this theory, the study applied this theory to establish how the interventions put in place by women leadership (policies, income generating programs, community capacity building, financial support programs) influence economic empowerment of community member in Kajiado County, Kenya.

6. EMPIRICAL LITERATURE REVIEW

Empowerment has been defined broadly as “gaining power and control over decisions and resources that determine the quality of one’s life. Organization for Economic Co-operation and Development-q OECD (2018) defines economic empowerment as the capacity of men and women to participate in contribute to and benefit from growth processes in ways that recognize the value of their contributions respect their dignity and make it possible to negotiate as fairer distribution of the benefits of growth. In Women, economic increases access to opportunities including jobs financial services property as well as access economic resources and other productive assets skills development and market information On the other hand, report on ^[34]. economic empowerment (on women) as the process of achieving equal access to and control over economic resources and ensuring they can use them to exert increased control over other areas of their lives. Economic empowerment is now as global policy priority in light of its potential contribution to the Sustainable Development Goals (SDGs). The focus on economic empowerment is believed to support the SDGs ambitions around growth and decent work poverty reduction well-being and human development. In addition, economic empowerment especially on women can lead to increased investments in children’s education and health and reduced

household poverty^[35]. At the macro level economic empowerment contributes to availability of quality and decent jobs, access to economic resources or productive assets such as financial services, and skills development. At micro level, economic empowerment contributes to increased household incomes/resources, increased access to education, and better health as well as reductions in dropout rates adolescent marriage and pregnancy^[36]. There is increasing recognition that economic empowerment (especially of women) is essential to realize women's rights and to achieve broader development goals such as economic growth poverty reduction health education and welfare^[37]. This has spurred the private and public sectors to invest significant resources in programmes that aim to support especially women's and girls' economic empowerment. The majority of these programmes aim to expand employment opportunities training and access to finance. There are also programmes to address the social barriers to women's economic advancement (lack of access to sexual and reproductive health and rights gender-based violence lack of political representation and influence).

Kenya is one of the fastest growing economies in Africa Yet nearly half of the 50million residents live below the poverty line^[2] Kenya has however made significant political structural and economic reforms that have largely driven sustained economic growth social development and political gains over the past decade. However, the country's key development challenges still include poverty inequality continued weak private sector investment^[18], lack of access to basic financial services.^[38], The economic progress of any country is highly dependent on good leadership. This is particularly so because the core values of a nation are directly linked to equality and equal distribution of resources as well as empowerment of marginalized and vulnerable groups (like women, youth, and persons with disabilities).

Leadership plays a key role in economic empowerment and sustainable economic progress as it involves providing opportunities for growth and progressive developments^[38]. A study Deininger, Nagarajan and Singh (2019) on women's political leadership and economic empowerment in India established that women leadership improves the implementation quality of employment programs and also foster women's economic empowerment and participation in political decision-making. Therefore, good leadership becomes an essential aspect to a country in terms of enhancing economic empowerment – that is- increased access to opportunities, access to economic resources, poverty reduction, enhancing citizens well-being and human development especially to the most vulnerable. In this regard this study will be seeking to establish the influence that women in leadership are having on economic empowerment of residents in Kajiado County, Kenya.

6.1 Policies by Women in Leadership and Economic Empowerment

The UN Development Fund for women has encouraged women for years to become politically active so as to bring about the changes they wish to see (Women's Political Participation, 2011). Political representation within their own governments at any level can also be an excellent indicator of women's empowerment. Women, it has been shown, make different policy decisions than men. This is because they take into consideration not only the needs of men in their societies, but also women and children. Women also tend to place more emphasis on issues and policies surrounding health, education and family life. Additionally, political involvement allows women to recognize that they have a voice in the policies adapted by their governments, and it provides a sense of community. Once this is established, the process aids exponentially in the closure of the inequality gap between men and women (The Case for Gender Equality, 2015). To enhance economic empowerment in the community needs policy and programme responses. For example, the case study of Nepal details how an effective savings-led programme has led to outcomes in women's education access to work access to financial services and changes in gender norms. Chen investigated the influence of women in politics on decision-making using public educational expenditures as the outcome of interest^[39]. The results show that an increase in the share of female legislators by one percentage point increases the ratio of educational expenditures to GDP by 0.028q percentage points. The effect of female legislators was found to strengthen educational policies. This study concluded that the identity of the legislator matters for policy. In India, Deininger^[45] examined the effect of women's political leadership on economic empowerment. Data was gathered from 163 villages of 12 main Indian states to establish whether requiring that village leadership positions be held by women (political reservation) affected uptake of economic opportunities via the National Rural Employment Guarantee Scheme. It was found out that existence of women in leadership triggered increases in women's demand for work program participation and access to financial services that were sustained beyond the period of female political leadership. It was found out that enhanced female leadership improves the implementation quality of employment guarantee programs and also increased women's participation in political decision-making hence fostering political and economic empowerment.

6.2 Income Generating Programs and Economic Empowerment

Women have not been active in local politics and are relatively inactive in public processes due to institutional socio-economic and cultural constraints. However, times are changing. There is now an acceptance that women can and do play a vital role in community affairs particularly in contributing to the achievement of community security development and progress.^[41] To enhance economic empowerment, it is essential to strengthen the education, capacity and skills of women to control and influence their economic situations, as well as improve leadership for stimulating economies and creating fair conditions and opportunities

for other women and men. There is also need to increase the employability of women as smallholders and entrepreneurs. Participation in the labour market has also proved to be difficult for women, especially those of developing countries: Wages are typically lower than those of men, safety in the labour market is an issue, and the expectation oftentimes remains that women are to still solely carry out the responsibilities and running of households. In many situations, being involved in the workforce will translate to more bargaining power within the family. However, this is not always the case. In many patriarchal societies, this can in effect lead to more violence against women, both at home and the workplace. Therefore, an important step in empowering women to seek labour market participation lies in movement away from stereotypical beliefs regarding a woman's place and rights.

6.3 Community Capacity Building and Economic Empowerment

Community capacity building^[51] is the interaction of human capital organizational resources and social capital existing within a given community that can be leveraged to solve collective problems and improve or maintain the well-being of a given community. It may operate through informal social processes and/or organized effort. On the other hand, UN (1996) defines community capacity-building as the process and means through which national governments and local communities develop the necessary skills and expertise to manage their environment and natural resources in a sustainable manner within their daily activities. Community-building efforts tend to focus on some combination of four major strategies' leadership development organizational development community organizing and fostering inter-organizational collaboration.^[42] According to Purewal and Hashmi, programmes such as access to quality education during childhood is important in itself and has important spill-over effects in breaking intergenerational poverty cycles delaying marriage and childbearing and improving labour market outcomes later in life. Encouragingly in recent years the majority of countries have achieved gender parity in education at the pre-primary and primary levels' But although most people believe that girls and boys should have equal access to good education – according to Gallup the average across 19 countries in sub-Saharan Africa (SSA) was 96% in 2011 – discriminatory social norms and practices including early marriage and the gendered division of household labour reduce the access of girls^[43].

While educating girls is a primary means of increasing economic outcomes later in life adult training and skills development programmes are also important to women's economic empowerment. A recent review of women and girls' economic empowerment programme evaluations found that joint interventions that combine vocational training with life skills (to increase knowledge of rights and capacity to manage challenges including around sexual and reproductive health) can be beneficial such programmes are often highly cost-efficient and can be offered effectively in a wide range of contexts with adjustments to fit local context^[34]. Decent work is also central to economic empowerment given its inherent importance to women's well-being and ability to advance in areas such as acquiring income and assets. Formal sector work is more likely to be 'decent'. A study by Acharya, Yoshino, Jambi and Wakai (2017) explored a community development strategy to empower rural women through educational and small-scale household economic activities. The study assessed the impact of a community development project launched in a remote hill district of Nepal. The study revealed that group savings and credit programmes provide the driving force to help illiterate rural women start small-scale economic activities that are effective in absorbing the female workforce in these communities. The study recommended that community empowerment programmes should be ready to meet changing needs of the target population to make them truly self-reliant after the completion of the project.

A research done in Rwanda^[43] investigated the role of women leaders in the Rwandan society. It was established that even though Rwandan society is characterized by a patriarchal social structure women's participation in politics and decision-making in the country, which has improved the situation and played a significant role in economic empowerment. The study revealed that women became a driving force of the socio-economic development of the country after the 1994 genocide. A vast network of women groups such as NGOs, associations and cooperatives at the grassroots level played a pivotal role in providing empowerment initiatives. Since 1994, women have participated in income generating activities that contributed to building their socio-economic empowerment which in turn paved the way for sustainable development. In another study examined the effect of women's empowerment on economic development in Bangladesh and Kenya^[44]. The paper was comparative study on women issues in Bangladesh and Kenya. It was argued that education, social status of women dictates their living conditions' Therefore their social and economic conditions need to improve significantly if an economy desires to grow fast. Women's role in economic empowerment and development is very crucial. Further, the results show that given the right skills and opportunities (such as completion of higher education, access to birth control, encouragement from family and community, and business and government policies encouraging training and leadership roles of women), women can help businesses and markets grow, and women contribute more to their families, communities and nations when they are empowered. Women's empowerment can be attained by either building women's power, or by advancing women economically.

6.4 Financial Support Programmes and Economic Empowerment

A study by on importance women in economic empowerment and development indicated that by being offered free access to educational infrastructure women become better educated improve their skills and capabilities gain possibilities to enter the labour

market and use financial resources to start up their own businesses. All these bring women to play a role on theq labour market and significantly contribute to overall socio-economic development. The women entrepreneurship unfolds various kinds of endowments concerning economic possibilities in wealth creation. Many studies have concluded that it is inefficient to discriminate against women for when this occurs; national economies do not allow for half of their population to realize its full potential. Education and healthcare within development tend to be intertwined with one positively influencing the other. When women become educated they take more care in the health of their family and their children are more likely to attend school. Fertility rates also tend to decrease as more educated women are inclined to marry at a later age, practice birth control and have fewer children. Furthermore, mortality rates decline, productivity and participation in the work force increases, and ultimately the quality of life for women and their families’ increases. [44]

7. CONCEPTUAL FRAMEWORK

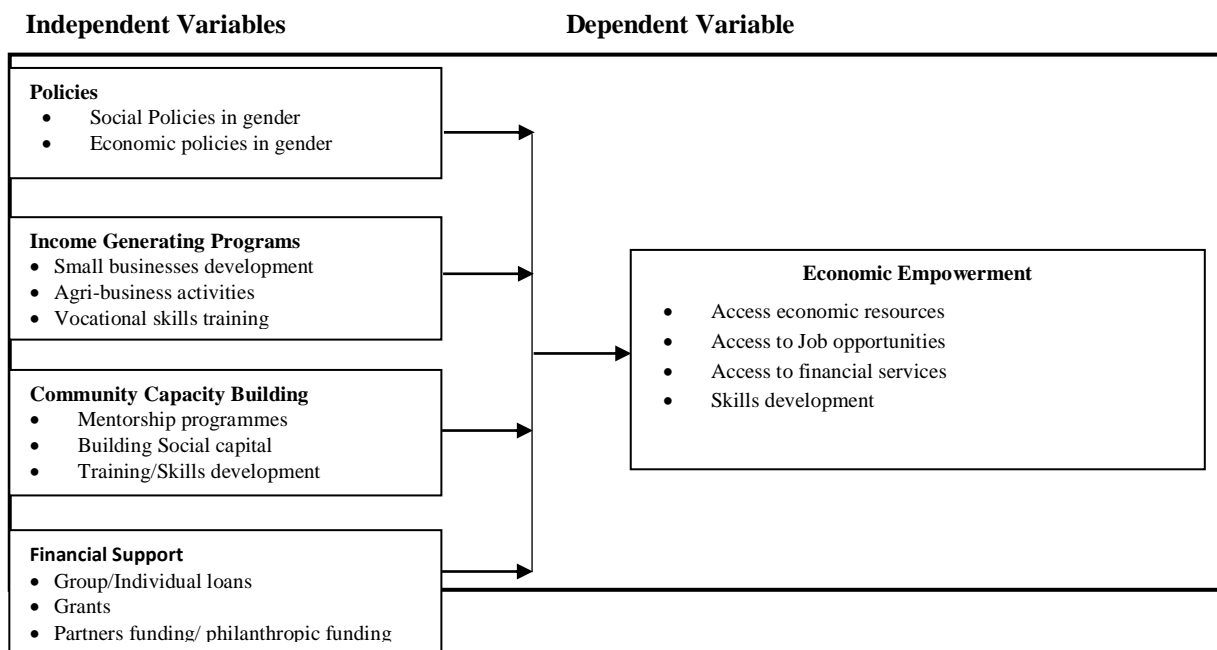


Figure 1 Conceptual Framework

Source: Researcher 2022

8. RESEARCH METHODOLOGY

This study was adopted a descriptive research design. This kind of a study showed an accurate profile of persons’ events or situations. It is concerned with finding out the what where and how of a situation [45]. It obtains information on the current status of a phenomena so as to describe what exists with respect to variables or conditions in the situation. The methods involved range from the survey to the correlation studies done, which describe the relationship between the variables [46]. This is one of the best methods for conducting research in human context asp it gives real time information through data collection for testing hypothesis or answering questions to conclude the study. It is therefore a perfect fit for this study since it will facilitate collection of both qualitative and quantitative data through questionnaires to answer the research questions. The study adopted a descriptive research design. This kind of a study shows an accurate profile of persons’ events or situations. It is concerned with finding out the what where and how of a situation [45]. It obtains information on the current status of a phenomena so as to describe what exists with respect to variables or conditions in the situation. The methods involved range from the survey to the correlation studies done, which describe the relationship between the variables [46]. This is one of the best methods for conducting research in human context asp it gives real time information through data collection for testing hypothesis or answering questions top conclude the study’s It is therefore a perfect fit for this study since it will facilitate collection of both qualitative and quantitative data through questionnaires to answer the research questions. The study was conducted in Kajiado County. The county borders Nairobi Machakos, Makueni, Narok, Taita Taveta and Kiambu counties. The County has six sub counties namely Isinya, Kajiado Central, Kajiado North, Kajiado West, Loitokitok and Mashuuru. The focus of the study was to examine whether women leaders in Kajiado County have influenced economic empowerment of the region. Target population is defined by Kothari, [47] as a universal set of the study of all members of a real or hypothetical set of people events or objects top which an investigator wishes to generalize the result. The population of Kajiado is 1,117,840 of which 557,098 are male, 560,704 are female and 38 intersex people (KNBS, 2019). The study will target women political leaders in Kajiado County who will comprise of all women in

leadership at County and at the national level. The study also targeted the community members and residents of Kajiado County members of productive age between 20 years to 59 years. The number of women in political leaders are 14, with 11 serving in the County assembly and 1 (women representative) 1 Member of Parliament, serving in the national assembly and 1 nominated senate. Collected data was coded and analyzed through descriptive and inferential statistics with the aid Statistical Package for Social Sciences (SPSS) version 22. Both the quantitative and qualitative data analysis techniques were utilized. The quantitative data was analyzed through means, standard deviation, frequency and percentages. The qualitative data was categorized in themes in accordance with research objectives and reported in narrative form along with quantitative presentation. In inferential statistics a regression analysis was conducted to establish the relationship between variables. The analyzed quantitative data was summarized and presented in tables and graphs and charts while the qualitative data was reported in prose form alongside quantitative presentation. The regression model employed took the following form: $Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + e$

9. RESEARCH FINDINGS

9.1 Influence of Women in Political Leadership on Policies

The first objective of this study was to establish the influence of policies by women in leadership on economic empowerment in Kajiado County. From the findings majority of the respondents agreed that women in political leadership influence the policies adapted by the National or County governments. In addition, it was agreed by most respondents that women leaders had influenced policies on children and girl’s rights; policies on education and had also influenced policies in areas of gender equality and on areas of health care. Moreover, the respondents agreed that women leaders had influenced policies on access to food, water in the region. They however disagreed that women leaders had influenced policies on redistribution of income from rich to poor. On overall, most of the research participants indicated that the policies developed by women in leadership influenced economic empowerment in Kajiado County top a great extent The regression results indicate that policy have a positive and statistically significant relationship with economic empowerment in Kajiado County (B = 0.077, p-value (sig) 0.001).

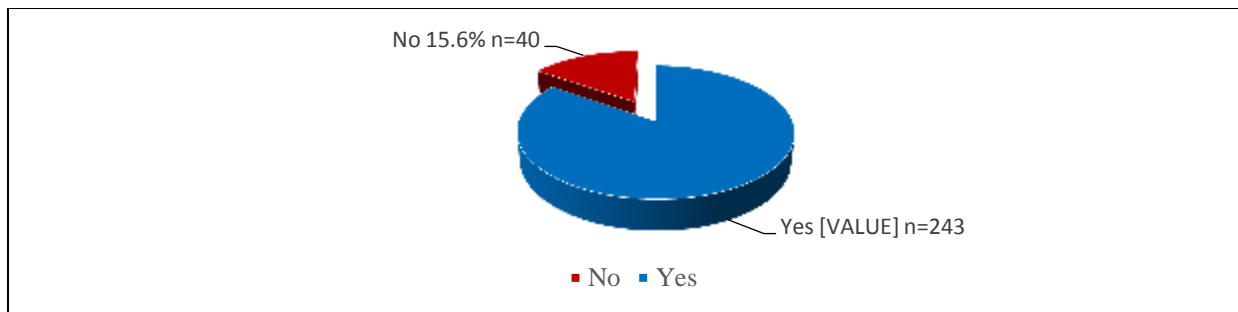


Figure 1 : Add Figure Title

The study employed a five point (1 to 5) Likert scale whereby a mean score of 5-3.6 means the participants agreed, mean score of 3.5- 2.6 implies the participants neither agreed nor disagreed with the statement, while a mean score of 2.5 -1 implies the participants disagreed. The results are presented in Table 1.

Table 1: Influence of Women in Political Leadership on Policies

| Statements | N | Mean | Std. Deviation |
|--|-----|-------------|----------------|
| Women leaders have influenced policies in areas of health care | 288 | 4.00 | 1.358 |
| Women leaders have influenced policies in areas of gender equality | 288 | 4.01 | .981 |
| Women leaders have influenced policies on education | 288 | 4.02 | 1.438 |
| Women leaders have influenced policies on children and girls’ rights | 288 | 4.02 | .931 |
| Women leaders have influenced policies on access to food, water. | 288 | 3.87 | 1.038 |
| Women leaders have influenced policies on promotion of small-scale business | 288 | 3.31 | 1.467 |
| Women leaders have influenced policies on redistribution of income from rich to poor | 288 | 2.33 | 1.277 |
| Average Mean | | 3.65 | 1.213 |

Source: Researcher 2022

The results indicate that majority of the respondents were of the opinion that women in political leadership played a role in building capacity of the community members, especially women, girls and youth. They further agreed that women leaders were carrying out mentorship programmes in the County; and also agreed that women’s leaders were carrying out programmes aimed at empowering the marginalized groups (for example, girls/women, PWDs) to fully realize her rights and aspirations. In addition, the respondents agreed that women leaders were carrying out training and skills development programs intended to promote

community empowerment; as well as providing economic opportunities for example access to income-generating activities, especially to marginalized groups. Women leaders were also enhancing access to resources by marginalized groups such as girls/women, PWDs. Most of the respondents revealed that community capacity building by women leaders influenced economic empowerment in Kajiado County to a great extent. The regression results further indicate that capacity building had a positive and significant influence on economic empowerment in Kajiado County ($B = 0.129$, $P(\text{sig}) = 0.001$).

9.2 Extent Policies by Women in Leadership Influence Economic Empowerment

The study enquired from the respondents on the extent to which the policies developed by women in leadership influenced economic empowerment in Kajiado County. The responses are presented in Table 4.4.

Table 2: Extent the Policies Influence Economic Empowerment

| Extent | Frequency | Percentage |
|-------------------------|------------|--------------|
| Top a very great extent | 94 | 32.6 |
| Top a great extent p | 112 | 38.9 |
| Top a moderate extent | 68 | 23.6 |
| Top a little extent | 14 | 4.9 |
| Top no extent | - | - |
| Total | 288 | 100.0 |

Source: Researcher 2022

Results in Table 2 indicate that 38.9% of the research participants indicated that the policies developed by women in leadership influenced economic empowerment in Kajiado County to a great extent. This is supported by 32.6% of the respondents who revealed that they influenced economic empowerment in the region to a very great extent. On the other hand, 23.6% of the research participants were of the opinion that the policies developed by moderate extent while 4.9% indicated to a little extent.

9.3. Income Generating Programs and Economic Empowerment

The second objective that the study sought to address is to explore the influence of income generating programs by women in leadership on economic empowerment in Kajiado County.

9.4 Existence of Community Based Income Generating Programs

The research participants were asked to indicate whether there were community-based income generating programs being implemented by women leaders in Kajiado County.

Table 3: Existence of Community Based Income Generating Programs

| Responses | Frequency | Percentage |
|--------------|------------|--------------|
| Yes | 197 | 68.4 |
| No | 63 | 21.9 |
| Don't Know | 28 | 9.7 |
| Total | 288 | 100.0 |

Source: Researcher 2022

Majority of the research participants (68.4%) revealed that there were community-based income generating programs being implemented by women leaders in Kajiado County. However, 21.9% reported that there were no community-based income generating programs being implemented by women leaders in Kajiado County, while 9.7% indicated they did not know. From those respondents who said there were income generating programs being implemented in the community, the study further enquired from them, which community-based income generating programs were being implemented in their areas. The respondents largely stated that there were programs such as poultry farming, tomato farming targeting women and the youth. In addition, this being a pastoralism County, the respondents stated that there were also programs aimed at exploiting livestock farming and trade of livestock products such as milk, beef, hides and skins to provide incomes for households.

9.5 Women in Political Leadership and Income Generating Programs

The study enquired from the research participants on the extent to which women in political leadership implemented / enhanced income generating programs. Responses were captured using a five point (1p top 5) Likert scale and interpreted using mean scores whereby a mean of 5–3.6p implies the respondents agreed to a great extent, a mean score of 3.5-2.6 implies moderate extent, while a mean score of 2.5-1 implies to a low extent. The results are presented in Table 4.

Table 4: Women in Political Leadership and Income Generating Programs

| Statements | N | Mean | Std. Deviation |
|---|-----|-------------|----------------|
| Strengthening capacity of small-scale businesses and small businesses development | 288 | 3.98 | 1.214 |
| Giving support in agri-business. | 288 | 4.04 | 1.145 |
| Empowering the youth through vocational skills training | 288 | 4.10 | 1.143 |
| Enhancing access to wage employment to the youth, women and vulnerable groups | 288 | 3.53 | 1.221 |
| Average | | 3.91 | 1.181 |

Source: Researcher 2022

The results in Table 4 shows that the respondents revealed that women in political leadership had enhanced income generating programs such as empowering the youth through vocational skills training to a great extent (mean score = 4.10). The respondents further reported that women in political leadership also gave support in agri-business to a great extent (mean score = 4.04) and also strengthened capacity of small-scale businesses and small businesses development to a great extent as (mean score = 3.98).

The respondents were however of the opinion that women in political leadership enhanced access to wage employment to the youth, women and vulnerable groups to a moderate extent as shown by a mean score of 3.53. From the findings, it can be seen that women in political leadership had enhanced income generating programs such as empowering the youth through vocational skills training, giving support in agri-business, as well as strengthening capacity and enhancing development of small-scale businesses in the County.

9.6 Extent to Which Income Generating Programs Influence Economic Empowerment

The research respondents were requested to indicate the extent to which income generating programs implemented by women leaders influence economic empowerment in Kajiado County. The responses are summarized in Table 4.7.

Table 5: Extent Income Generating Programs Influence Economic Empowerment

| Extent | Frequency | Percentage |
|-------------------------|------------|--------------|
| Top a very great extent | 126 | 43.7 |
| Top a great extent p | 99 | 34.4 |
| Top a moderate extent | 63 | 21.9 |
| Top a little extent | - | - |
| Top no extent | - | - |
| Total | 288 | 100.0 |

Source: Researcher 2022

As indicated in Table 5, most of the respondents (43.7%) reported that income generating programs implemented by women leaders influenced economic empowerment in Kajiado County top a very great extent This is supported by 34.4%p of the respondents who revealed that the income generating programs influenced economic empowerment in the County to a great extent. On the other hand, 21.9% of the respondents indicated that the income generating programs by women leaders influenced economic empowerment in the County to a moderate extent.

9.7 Community Capacity Building and Economic Empowerment

The third objective that the study sought to address was to determine the influence of community capacity building by women in leadership on economic empowerment in Kajiado County.

9.8 Role of Women in Political Leadership in Building Capacity of the Community Members

The research participants were asked to indicate whether they think women in political leadership play a role in building capacity of the community members, especially women, girls and youth. The responses are presented in Table 6.

Table 6: Role in Building Capacity of the Community Members

| Responses | Frequency | Percentage |
|--------------|------------|--------------|
| Yes | 203 | 70.5 |
| No | 85 | 29.5 |
| Total | 288 | 100.0 |

Source: Researcher 2022

The results in above shows that majority of the respondents (70.5%) were of the opinion that women in political leadership played a role in building capacity of the community members, especially women, girls and youth. However, 29.5% of the respondents reported that women in political leadership did not play a role in building capacity of the community members.

9.8 Women Political Leadership in Community Capacity building Programmes

The research participants were asked to indicate their level of agreement with statements on women in political leadership and their influence on community capacity building programmes in Kajiado County. The study used a 1-5 Likert scale where 5p is strongly agree 4p is agree 3p is neither agree nor disagree 2p is disagree while 1p strongly disagree The results were interpreted using mean scores. The responses are summarized and presented in Table 4.9.

Table 7: Women Political Leadership in Community Capacity Building

| Statements | N | Mean | Std. Deviation |
|---|-----|-------------|----------------|
| Women leaders are carrying out mentorship programmes in the area. | 288 | 4.18 | 0.686 |
| Women leaders are enhancing access to resources by marginalized groups e.g. girls/women, PWDs | 288 | 3.72 | 1.091 |
| Women leaders are providing economic opportunities (access to income-generating activities) especially to marginalized groups. | 288 | 3.91 | 1.000 |
| Women leaders are carrying out training and skills development programs intended to promote community empowerment | 288 | 4.00 | 0.845 |
| Women leaders are carrying out programmes aimed at empowering the marginalized groups (e.g. girls/women, PWDs) to fully realize her rights and aspirations. | 288 | 4.11 | 0.809 |
| Average | | 3.98 | 0.886 |

Source:Researcher 2022

Results in Table 7 indicate the respondents agreed that women leaders were carrying out mentorship programmes in the County (mean score = 4.18); and also agreed that women’s leaders were carrying out programmes aimed at empowering the marginalized groups (for example, girls/women, PWDs) to fully realize her rights and aspirations (mean score = 4.11). The respondents’ further agreed women leaders were carrying out training and skills development programs intended to promote community empowerment (mean score = 4.00); as well as providing economic opportunities for example access to income-generating activities, especially to marginalized groups (mean score = 3.91). In addition, the respondents agreed that women leaders were enhancing access to resources by marginalized groups e.g. girls/women, PWDs as shown by a mean score of 3.72.

The study further enquired from the women political leaders whether there was any community capacity building programmes they were implementing. Most of the leaders revealed that they played a role in raising awareness of women’s and girls’ rights among the Maasai community in the Kajiado County, and ensure that they are enlightened and know their rights and position in society.

One of the women leaders indicated that:

(R₁): *“For the Maasai girls a world free from FGM and early marriages their dreams of education fulfilled through a high number of girls being enrolled and completing schooling that will make me the happiest woman ever!”*.

Another respondent indicated that:

(R₁): *“Asp a woman leader I believe that a rich society is one in which women and girls enjoy equal rights and I hope that we will join hands in finding solutions top issues faced by Maasai women and girls”*.

The women leaders further indicated that they played a role to encourage women in Kajiado County to overcome all cultural and physical barriers to achieve success citing that women have the potential to succeed and contribute towards leadership and the development of the economy. One of the respondents stated that:

(R₃): *“It is possible for everyone to achieve success through dedication and hard work. I would like to encourage women in Kajiado County to work hard because they are able to overcome all obstacles to achieve success. Women need to break stereotypical gender roles and explore their talents.”*

Another woman leader added that they were promoting gender equality and education for the girls in order to enhance empowerment of women in the county. She stated that:

(R₄): *“We hope to seep the voices of Maasai women and girls heard on girl-child education equal access to resources and leadership and that the cycle of violence and gender discrimination is broken”*.

9.9 . Extent Community Capacity Building Influence Economic empowerment

The study enquired from the research participants on the extent to which community capacity building by women leaders influenced economic empowerment in Kajiado County.

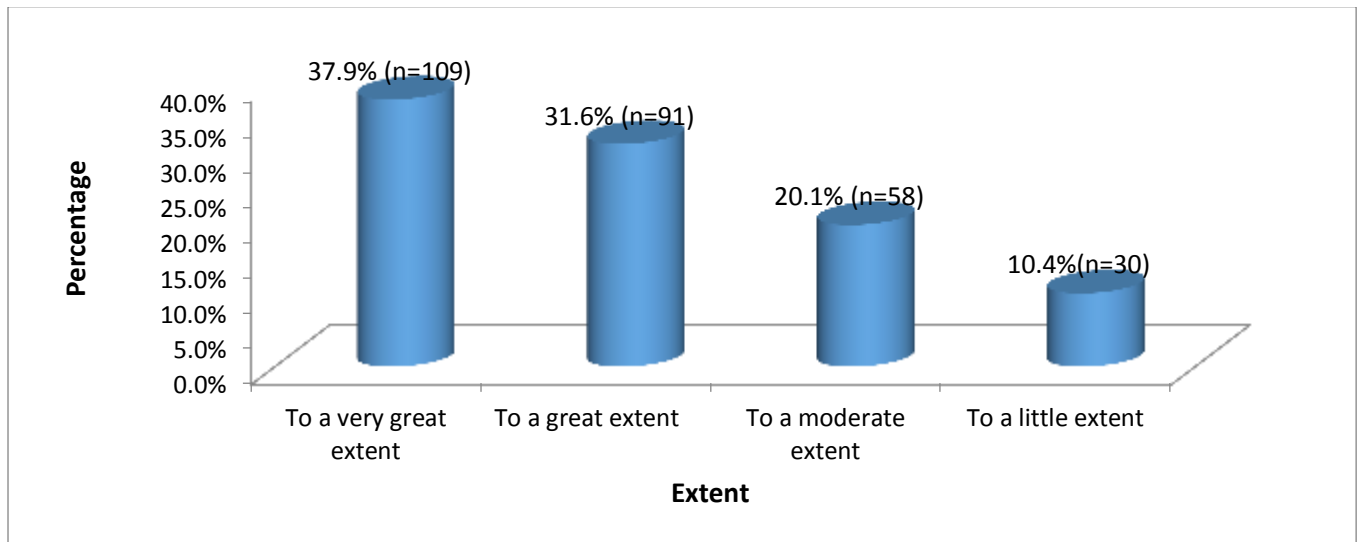


Figure 2. Extent Community Capacity Building Influence Economic empowerment

Source: Researcher 2022

As indicated in Figure 2 above, 37.9% of the respondents reported that community capacity building by women leaders influenced economic empowerment in Kajiado County top a great extent while 31.6% indicated top a great extent, however 20.1% of the respondents revealed that community capacity building by women leaders influenced economic empowerment in Kajiado County to a moderate extent while 10.4% indicated it influenced to a little extent.

Financial Support Programmes and Economic Empowerment

The study also sought to examine the influence of financial support programmes by women in leadership on economic empowerment in Kajiado County.

4 Whether there are Financial Support Programmes Being Implemented

The respondents were asked whether there were any financial support programmes that were being implemented by or with the support of women leaders in Kajiado County.

Table 8: Whether there are Financial Support Programmes Being Implemented

| Responses | Frequency | Percentage |
|--------------|------------|--------------|
| Yes | 149 | 51.7 |
| No | 48 | 16.7 |
| Don't Know | 91 | 31.6 |
| Total | 288 | 100.0 |

Source: Researcher 2022

The findings in Table 8 show that a slight majority of the respondents (51.7%)p reported that there were financial support programmes being implemented by women leaders or with the support of women leaders in Kajiado County. In contrast, 16.7% reported that there were no such financial support programmes being implemented while 31.6% indicated that they were not aware of such programmes in the area.

Women in Political Leadership Influence on Financial Support Programmes

The research participants were asked to indicate their level of agreement on statements on women in political leadership and financial support programmes in Kajiado County. The responses were captured in five point (1p top 5) here 5p is strongly agree 4p is agree 3p is neither agree nor disagree 2p is disagree while 1p strongly disagree. The results were interpreted using mean scores as shown in Table 9.

Table 9: Women in Political Leadership and Financial Support Programmes

| Statements | N | Mean | Std. Deviation |
|--|------------|-------------|----------------|
| Women leaders have helped create long-term, flexible funding arrangements to support the community | 288 | 3.53 | 0.951 |
| Women leaders have come up with programmes to support the needy financially. | 288 | 3.89 | 0.868 |
| Women leaders have helped groups/individual seek funding for their projects. | 288 | 3.02 | 0.970 |
| Women leaders have sought partners funding/ philanthropic funding to support the community | 288 | 3.53 | 1.015 |
| Average | 288 | 3.49 | 0.951 |

Source: Researcher 2022

On financial support programmes, the results in Table 10 indicates that the respondents agreed women leaders had come up with programmes to support the needy financially (mean score = 3.89). The respondents were however neutral (neither agreed nor disagreed) on whether women leaders had helped create long-term, flexible funding arrangements to support the community; and on whether women leaders had sought partners funding or philanthropic funding to support the community, as shown by a mean score of 3.53p respectively The respondents were Also neutral on whether women leaders had helped groups or individuals in the community seek funding for their projects (mean score = 3.02).

Extent Financial Support Programmes by Women Leaders Influence Economic Empowerment

The study further sought to establish the extent the respondents think financial support programmes being implemented by women leaders influence economic empowerment in Kajiado County. The responses are presented in Table 4.12.

Table 10: Extent Financial Support Programmes Influence Economic Empowerment

| Extent | Frequency | Percentage |
|-------------------------|------------|--------------|
| Top a very great extent | 93 | 32.3 |
| Top a great extent p | 116 | 40.3 |
| Top a moderate extent | 51 | 17.7 |
| Top a little extent | 28 | 9.7 |
| Top no extent p | - | - |
| Total | 288 | 100.0 |

Source: Researcher 2022

As shown in Table 10, the respondents were of the opinion that financial support programmes being implemented by women leaders influenced economic empowerment in Kajiado County top a great extent while 32.3%p revealed that they influenced economic empowerment to a very great extent On the other hand 17.7%p were of the opinion that the financial support programmes influenced economic empowerment to a moderate extent while 9.7%p indicated to a little extent. On the part of the women leaders, they stated that through their interventions and support, a number of women in Kajiado County had accessed and benefited from funding kitty for women to enhance their businesses. One of the respondents stated that:

(R₁): “Over 3000 women in Kajiado County have benefited from the National Government Uwezo Fund and through this, they have accessed loans to enhance their businesses.”

This was supported by another woman leader in the County who revealed that:

(R₂): “The Uwezo Fund has helped in women empowerment by facilitating many women in Kajiado County to achieve financial independence.”

Economic Empowerment

In this section the study sought to get the respondents’ perceptions on the economic empowerment in Kajiado County and the role of women leaders in enhancing economic empowerment in the county.

Role of Women Leaders in enhancing Economic Empowerment in the County

The respondents were asked to indicate whether the role of women leaders in Kajiado had enhanced economic empowerment in the County. The results are presented in

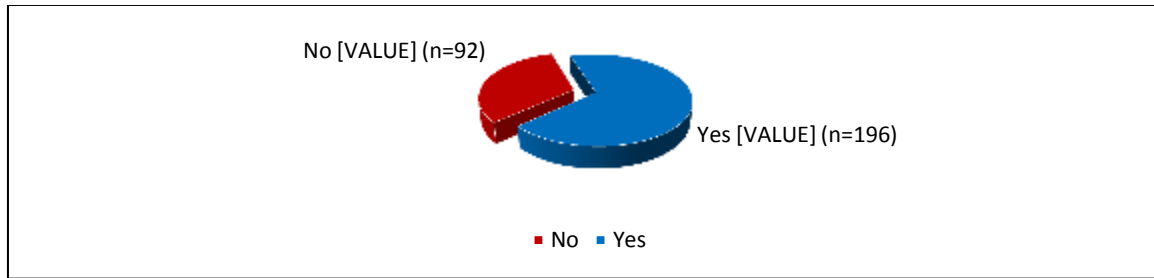


Figure 3: Role of Women Leaders in enhancing Economic Empowerment

Source: Researcher 2022

As indicated in Figure 3, majority of the respondents (68.1%) were of the opinion that the role of women leaders in Kajiado had enhanced economic empowerment in the County. However, 31.9% of the respondents whereof the contrary opinion.

Women Leaders influence on Economic Empowerment Aspects

The study enquired from the research participants on the extent to which they think women leaders had influenced the following economic empowerment aspects. The study adopted a 5-point likert scale to collect responses showing extent of agreement where 5 is very great extent 4 is great extent 3 is moderate extent 2 is low extent while 1 is no extent. Responses were captured using a five point (1 to 5) likert scales and interpreted using mean scores whereby a mean of 5-3.6 implies the respondents agreed to a great extent, a mean score of 3.5-2.6 implies moderate extent, while a mean score of 2.5-1 implies to a low extent. The results are presented in Table 11

Table 11: Women Leaders influence on Economic Empowerment Aspects

| Economic Empowerment Aspects | N | Mean | Std. Deviation |
|---|-----|-------------|----------------|
| Have enhanced access to economic resources – e.g. capital, land | 288 | 2.36 | 1.219 |
| Have increased job opportunities for the youth and women. | 288 | 3.99 | 0.944 |
| Has enhanced access to financial services – Loans, savings services. | 288 | 2.33 | 0.925 |
| Has helped in skills development and achievement of competencies that assist individuals to solve problems and venture into economic activities | 288 | 3.72 | 0.914 |
| Average | | 3.10 | 1.001 |

Source: Researcher 2022

The results in table 11 show that the respondents whereof the opinion that women leaders helped increase job opportunities for the youth and women (mean score = 3.99); and had also helped in skills development and achievement of competencies that assist individuals to solve problems and venture into economic activities (mean score = 3.72). The respondents however revealed women leaders only enhanced access top financial services such as loans and savings services to a little extent (mean score = 2.33). They also further indicated that women leaders only enhanced access top economic resources such as capital and land to a little extent (mean score = 2.36).

Relationship between Women Leadership and Economic Empowerment

Pearson’s correlation coefficient and multivariate regression analysis were carried out top determine the strength and form of relationship between women leadership and economic empowerment in Kajiado County, Kenya.

Pearson's Correlation Coefficient

Pearson correlation analysis was conducted to determine the strength of the association between the study variables. The results are presented in Table 12.

Table 12: Correlations Analysis

| | | Economic Empowerment | Policy | Capacity building | Income generating Programs | Financial support |
|-------------------|---------------------|----------------------|--------|-------------------|----------------------------|-------------------|
| Policy | Pearson Correlation | 0.287** | 1 | | | |
| | Sig. (2-tailed) | 0.000 | | | | |
| Capacity building | Pearson Correlation | 0.196** | 0.035 | 1 | | |

| | | | | | | |
|----------------------------|---------------------|---------|---------|--------|---------|-----|
| Income generating Programs | Sig. (2-tailed) | 0.001 | 0.551 | | | |
| | Pearson Correlation | 0.690** | 0.187** | -0.024 | 1 | |
| Financial Support | Sig. (2-tailed) | 0.000 | 0.001 | 0.679 | | |
| | Pearson Correlation | 0.639** | 0.163** | 0.037 | 0.457** | 1 |
| | Sig. (2-tailed) | 0.000 | 0.006 | 0.531 | 0.000 | |
| | N | 288 | 288 | 288 | 288 | 288 |

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Researcher 2022

The correlation analysis results in Table 4.14 shows that there exists a relatively strong, positive and significant relationship between economic empowerment in Kajiado County and income generating programs as shown by $r = 0.690$ and Sig ($p < 0.001$); and financial support ($r = 0.639$, Sig. $p < 0.001$).

The results further reveals that there is a moderately weak, positive and significant correlation between policy and economic empowerment as shown by $r = 0.287$, Sig. $p < 0.001$). However, capacity building was found to have a weak, but positive and significant association with economic empowerment as shown by $r = 0.196$, $p < 0.001$).

Regression Analysis

A multivariate regression analysis was carried out using the following model:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + e$$

Where: Y is economic empowerment, X_1 is Policies, X_2 is income generating programs, X_3 is community capacity building, X_4 is financial support, β_0 is coefficient for constant, $\beta_1, \beta_2, \beta_3, \beta_4$ = the coefficient of ($X_1 - X_4$) while e is error term.

Table 13: Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|--------------------|----------|-------------------|----------------------------|
| 1 | 0.815 ^a | 0.663 | 0.659 | 0.23592 |

a. Predictors: (Constant), Financial support, Capacity Building, income generating programs, Policy

Source: Researcher 2022

The results in Table 13 provide the R and R Square Values the R value represents the simple correlation and is 0.815, which indicates a high degree of correlation The adjusted R square value (coefficient of determination) p indicates how much of the total variation in the dependent variable (economic empowerment), can be explained by the independent variables (policy, income generating programs, capacity building, financial support). In this case, the independent variables explain 65.9% of the dependent variable. The remaining percentage could be explained by other variables not included in the study.

Table 14: ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|--------------|------------|----------------|------------|-------------|---------|--------------------|
| 1 | Regression | 31.055 | 4 | 7.764 | 139.495 | 0.000 ^b |
| | Residual | 15.751 | 283 | 0.056 | | |
| Total | | 46.806 | 287 | | | |

a. Dependent Variable: Economic Empowerment

b. Predictors: (Constant), Financial support, Capacity Building, income generating programs, Policy

Source: Researcher 2022

The ANOVA table reports how well the regression equation fits the data (i.e. predicts the dependent variable). The ANOVA results indicate the statistical significance of the regression model $pp = 0.001$, which is less than 0.05, and indicates that overall regression model statistically will significantly predict the outcome variable (i.e. it is a good fit for the data). This indicates that the regression model predicts the dependent variable significantly well.

Table 15: Regression Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------------------|-----------------------------|------------|---------------------------|--------|-------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 0.293 | 0.216 | | 1.357 | 0.176 |
| | Policy | 0.077 | 0.020 | 0.136 | 3.845 | 0.001 |
| | Capacity building | 0.129 | 0.023 | 0.190 | 5.505 | 0.001 |
| | Income generating Programs | 0.345 | 0.027 | 0.492 | 12.576 | 0.001 |
| | Financial support | 0.486 | 0.049 | 0.383 | 9.821 | 0.001 |

a. Dependent Variable: Economic Empowerment

Source: Researcher 2022

The coefficient results in Table 15 above provides information that predict the effect of the predictors (policy, income generating programs, capacity building, financial support) on economic empowerment in Kajiado County, as well as determine whether the predictors contribute statistically significantly to the model

From the regression results the study shows the value of beta "B" for policy is 0.077 and the corresponding significant value (sig) is 0.001 (which is less than 0.05). This implies that policy have a positive and statistically significant relationship with economic empowerment in Kajiado County. The study also shows that there is a positive and statistically significant association between economic empowerment in Kajiado County and capacity building (B = 0.129, P (sig) = 0.001<0.05), income generating programs (B = 0.345, and P = 0.001); and financial support (B = 0.486, and P = 0.001). This implies that an increase in relevant policies, income generating programs, capacity building programmes, financial support would significantly have a positive effect on economic empowerment in Kajiado County. From the findings it can be deduced that financial support programmes and income generating programs have the highest contribution to economic empowerment followed by capacity building and lastly policy.

10 CONCLUSIONS

The study concludes that policy have a positive and significant influence on economic empowerment in Kajiado County. Women in political leadership have also influenced policies on children and girls' rights, food, water, on education and also policies in areas of gender equality andp health care. The presence of women in positions of policy making has seen formulation policies that address economic aspects of women. Such notable policy is the '*Kajiado County Women Economic Empowerment Fund Bill, 2021* which was drafted by a woman leader. It can be deduced that women in political leadership were keen on policies surrounding social and economic aspects of women in Kajiado county hence economic empowerment. It can also be concluded that income generating programs being implemented by women in political leadership have influenced economic empowerment in Kajiado County to a great extent. The women leaders have enhanced income generating programs such as empowering the youth through vocational skills training, giving support in agri-business, as well as strengthening capacity and enhancing development of small-scale businesses in the County. This has enhanced skills development and creation/access to job opportunities, hence helping the marginalized community members support themselves economically.

Community capacity building by women in political leadership also has a positive and significant influence on economic empowerment in Kajiado County. This means that the increase in community capacity building programmes would significantly enhance economic empowerment. From the findings, women in political leadership played a role in building capacity of the community members, especially women, girls and youth. They were carrying out mentorship programmes and skills development programmes aimed at empowering the marginalized groups such as the vulnerable girls/women, and PWDs. The study further concludes that financial supportp has a positive and significant influence on economic empowerment in Kajiado County. It was established that women in political leadership had come up with programmes to support the needy in the community financially. Even though the women in political leadership did not have a kitty of their own to give financial support to needy community members, the findings indicate that they made interventions and supported a number of women to access and benefit from national government funds such as the *Uwezo Fund* which goes a long way to enhance women businesses and facilitate many to achieve financial independence.

11. RECOMMENDATIONS

(i)There is overwhelming evidence that women political leadership have been involved in initiatives that promote social and economic empowerment of community members in Kajiado County and especially the marginalized groups like girls/women. Through their influence the leaders have formulated policies focusing on women economic empowerment, they have also played a

role in capacity building and also made interventions and supported women in Kajiado County to benefit from funding kitty such as Uwezo funds. In this regard, this study recommends that more women should be integrated in leadership positions so that they can contribute and influence decisions, policies, and programmes aimed at enhancing economic empowerment of the community members.

(ii)The study recommends that women in political leadership should focus more on strengthening the education, capacities and skills of women as well as enrolling financial support programmes so as to support women so that they can control and influence their economic situations. More women should be encouraged to take up leadership roles not only in the political arena but also in the social and economic spheres so that they can create fair conditions and opportunities for other women and men, through their influence.

(iii) Suggestions for further research

This study was a case study of Kajiado County. This therefore shows that the study was limited in terms of geographical scope. The study therefore recommends that a similar study be conducted in other Counties or regions for comparison of results.

CONFLICT OF INTEREST

No potential conflict of interest was recorded by the authors.

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