



Women Participation in Income Generating Activities and Economic Empowerment of Women in Kenya: A Case Study of Kajiado County

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ABSTRACT

Purpose of the Study: This study was to examine factors influencing women participation in income generating activities on economic empowerment of women in Kajiado County.

Statement of the problem: Most women in third world countries including Kenya still face major obstacles that prevent them from achieving economic empowerment. These obstacles include a lack of access to productive assets, capital, and education, which are exacerbated by deeply ingrained cultural norms that limit women's involvement in income generating activities. Even while some women work and earn a living, their contributions are frequently overlooked, and they have little influence over the money and assets they produce. This research sought to explore the factors influencing women's participation in income-generating activities in Kajiado County and how these activities impact their economic empowerment.

Research Methodology: A descriptive research design involving a sample of 90 women (30% of the 300 members in the Kajiado County Women Empowerment Group) was used. The study's theoretical framework drew from liberal feminism and empowerment theory. Data collection used questionnaires with closed-ended questions via the mobile tool Kobo Collect. Data analysis in Microsoft Excel included mean, mode, standard deviation, and analysis of variance. Research findings were presented visually through charts and tables.

Results of the study: The test was carried out through Ms. Excel and the findings were as follows: $F_{\text{calculated}} = 5.595$, $F_{\text{critical}} = 1.276$. Since $F_{\text{critical}} < F_{\text{calculated}}$ the null hypothesis was upheld. This thus meant that women engagement in economic activities has a significant relationship with economic empowerment of Women in Kajiado County.

Conclusion: The study findings revealed that women economic empowerment is paramount by emphasizing the importance of access to financial resources, and social capital in enabling women to participate in IGAs effectively. The study also revealed that while significant progress has been made, numerous challenges persist, including cultural barriers, limited access to credit, and inadequate infrastructure.

Recommendations: While significant progress has been made, ongoing challenges necessitate continued efforts to address barriers and support women's economic participation. Targeted interventions that consider the unique cultural context and leverage community support networks are essential for achieving sustainable economic empowerment for women.

Keywords: Women's Participation, Income-Generating Activities, Gender Roles, Economic empowerment of Women, Kajiado, Kenya

1.0 INTRODUCTION

Research has highlighted the importance of economic empowerment in improving women's economic status and decision-making power within households and communities (Doss, 2018; Mudege & Zulu, 2016). Women's participation in IGAs not only contributes to poverty reduction but also enhances their autonomy and well-being (Odeny, 2017). There are various ways to generate income including the women group activities that has been used by women to establish sustainable income generating activities through improved access to more productive resources such as land and credit. Research has shown that the more amount of income under women's control, the more amount devoted they are to children's health, education and nutrition. This because women's income mostly is channeled towards bettering the wellbeing of the family. Women group activities are more goal oriented and hence bringing about change in livelihoods, equal opportunities between social classes, reduced disparities in the circulation of income, increased education among women and thus preparing them for modern labour force (Krieger, 1985).

Culture has for a long time been applied to persuade society that women deserves lower recognition in the society which excludes them from owning assets or inheriting, income generation and inclusivity in financial decision making. This leaves women with the bulk of house chores which require intensive labour in the home. Women participate in most activities in the society which may not be recognized to significantly contribute positively in the society (Moser and Caroline, 2007). Women have also established income generating activities by using the financial resources availed to them through their groups as well as competence gained through learning sessions they participate in. financial institutions targeting women have allowed women to guarantee each other through their groups to enable them access financial resources at affordable interest rates.

Kajiado County, located in southern Kenya, is known for its predominantly Maasai community, where traditional gender roles often limit women's involvement in economic activities (Ngugi & Kabia, 2019). Despite these challenges, several initiatives have aimed to enhance women's economic empowerment through various income-generating projects, such as agriculture, handicrafts, and micro-enterprises. (Kinyanjui et al., 2020). These activities include; beadwork, real estate, food processing, outside catering services, selling cereals, and cloth making, vending of small wares, vegetables and fruits in the market and retail shops. Women also engage in farming activities like subsistence farming and agribusiness. These include rabbits, fish farming poultry, quail, pig rearing, horticulture farming dairy farming etc.

LITERATURE REVIEW

Theoretical Literature Review

The research was guided by empowerment theory, which emphasizes both the processes and outcomes of empowerment. It recognizes that empowerment can be achieved through actions, functions, or structures, leading to empowerment at various levels (Swift & Levin, 2007; Mohammadreza, 2014). The theory draws on the work of Brazilian philosopher and educator Paulo Freire, who introduced the concept of empowerment as central to liberatory education (Freire, 1970). Freire's ideas underscore the importance of critical consciousness and collective action in achieving empowerment. Empowerment theory provides a comprehensive framework for understanding the processes and outcomes of women's participation in income-generating activities (IGAs) and their economic empowerment. This theory emphasizes that empowerment is a multidimensional process involving individual, organizational, and community levels (Swift & Levin, 2007). It posits that empowerment occurs when individuals or groups gain control over their lives and resources, enabling them to achieve desired goals and outcomes (Mohammadreza, 2014).

In the context of Kajiado County where women face numerous challenges that hinder their economic empowerment, including cultural practices that restrict their participation in economic activities (Ngugi & Kabia, 2019), empowerment theory provides insights into how women can overcome barriers to participation in IGAs and achieve greater economic autonomy. It suggests that interventions aimed at promoting women's participation in IGAs should focus on enhancing their access to education, financial resources, and support networks (Kabeer, 2005). By engaging in IGAs, women can not only improve their economic well-being but also challenge traditional gender roles and norms within their communities (Odeny, 2017).

Empirical literature review

Women's role in income generating activities is of critical importance to economic development of their homes. However, in developing countries, women are not economically free, especially in rural areas. It is very rare cases that women walked against the decision of the male guardian since they depended on their husband's income (Paul, 2019). Subsequently, recognizing challenges women face in the society and supporting them is crucial for the growth of women, development and the fulfillment of their economic potentials. While they are often silent, hidden and rarely appreciated, rural women characterize probably the world's most influential untapped natural resources (Yusuf et al., 2015). The active changes in development process have neither reduced poverty as expected nor have they reduced women's vulnerability situation.

Several factors influence women's participation in IGAs, including access to financial resources, education, and social capital. For instance, Kabeer (2015) found that access to microfinance significantly enhances women's ability to engage in IGAs, leading to increased household income and improved socio-economic status. Similarly, Odeny (2017) emphasizes the role of education in empowering women to participate in economic activities, noting that educated women are more likely to engage in higher-value IGAs compared to their less-educated counterparts.

Despite the positive outcomes, several challenges persist in promoting women's participation in IGAs. Access to credit remains a significant barrier, particularly for women in rural areas. Ngugi and Kabia (2019) note that many women lack collateral and face discrimination from financial institutions, limiting their ability to secure loans for their businesses. Additionally, Mudege and Zulu (2016) highlight the impact of inadequate infrastructure, such as poor roads and limited market access, on the sustainability of women's IGAs. Table 1: Summary of Research Gaps

Table 2: Summary of Research Gaps

Author & Year	Study	Findings	Knowledge Gap	Focus of the current study
Njabani, A.W, 2015	The Role of Self-help Groups (SHGs) in Women Socio-economic and Psychological Empowerment: a Case of Mathare Slum, Nairobi City County, Kenya	From the study findings it was determined that participating in Self-help groups plays a significant role in women empowerment. The Self-help groups benefit women members economically, socially and psychologically.	The researcher focused on self-help groups instead of women.	This study focused on the economic empowerment of women
Korir, W., 2013	Effect of women involvement in social initiatives and socio economic development in rural Kenya: A case of Koibatek District, Baringo County	The researcher concluded that women groups are meant to empower women in the community but it fails since the investments are managed by husbands and sons.	The researcher based the findings on matters of women investment purely on perceptions of respondents as no evidence is provided.	The study focused on social economic factors and their contribution to economic empowerment of women.
Phillipo, F. 2008	Contributions of women income generating activities to household income in Kigoma, Tanzania	Findings indicated that households where women performed income generating activities had a higher standard of living compared to the households where women depended solely on their husbands.	This study was carried out in Tanzania. The researcher wanted to determine if the same happens in Kenya	The researcher chose Kajiado county as one of the marginalized counties in Kenya to understand factors affecting their economic empowerment. The study also focused on how women participation in income generating activities affects their economic empowerment.

The relationship between dependent and independent variables was represented in a conceptual framework as in Figure 1.0



Figure 1: Conceptual Framework

Table 2 below illustrates how the study variables was operationalized.

Table 3: Operationalization of variable

Variable	Indicators	Measurement Scale	Method of Data Collection	Tools of Analysis
Women Participation in income generating activities	<ul style="list-style-type: none"> Responsibilities assigned to women in the society Willingness of women to participate in income generating activities Barriers to women empowerment Barrier to women participation in income generating activities 	Likert	Administering Questionnaires	Frequencies, Percentages Mean, Standard Deviation and Analysis of Variance
Economic empowerment of Women	<ul style="list-style-type: none"> Women and employment Women on asset ownership Women empowerment and the country's economic growth Women groups and protection of women rights Women groups and protection from gender based violence 	Likert	Administering Questionnaires	Frequencies, Percentages, Mean, Standard Deviation and Analysis of Variance

Source (Author, 2022)

RESEARCH METHODOLOGY

The research design employed for this study was descriptive research, which aimed to describe the features of a specific object within a particular study. Descriptive research was well-suited for addressing the "what" question, allowing the researcher to provide a detailed description of the subject of the study. While descriptive research is often associated with qualitative techniques, it can also incorporate quantitative data. In this study, the descriptive survey involved interviews with respondents from the Kajiado women empowerment group.

The target population for the study comprised 270 respondents from the Kajiado women empowerment group, including board members, managers, and members. The sample was a subset of this population, and simple random sampling was used to select 90 women from the group, including board members, managers, and members.

Data for the study was collected from both primary and secondary sources. The primary data was collected using self-administered questionnaires with closed and open-ended questions. These questionnaires included a five-point Likert scale to measure respondents' agreement with certain phenomena. A

pilot study was conducted with 15 participants from the Kajiado County Women Empowerment Group to fine-tune the questionnaire and ensure its reliability and validity.

The validity of the research instruments was ensured by seeking expert opinions in the relevant field of study to assess the appropriateness of the questions and make necessary adjustments. Reliability testing was conducted using Cronbach's alpha, and the questionnaires used in the research demonstrated a high level of reliability with a Cronbach's value of 0.8867.

Data collection was carried out by trained research assistants who distributed and collected the questionnaires from the women's group members. Informed consent was obtained from the respondents, and the researcher emphasized the voluntary nature of participation, confidentiality, privacy, and anonymity of responses.

Data analysis involved the production and interpretation of frequency statistics and tables, as well as non-linear analysis methods such as Analysis of Variance without replication and correlation analysis.

Ethical considerations were of utmost importance, and the researcher ensured that the study adhered to research ethics standards, including obtaining informed consent, voluntary participation, confidentiality, privacy, and anonymity.

RESEARCH FINDINGS

Presentation of the research findings

The researcher issued a total of 90 questionnaires to the target respondents who gave their opinions and responses.

Questionnaires Return Rate

Table 3: Questionnaires Response Rate

Questionnaires Response Rate	Frequency	percentage
Responded	86	96%
No Response	4	4%
Grand Total	90	100%

Table 3 shows that 86 out of 90 respondents received, completed, and returned the questionnaires, resulting in a success rate of 96%. This high response rate was achieved through persistent engagement with respondents, both in-person and via email reminders. The remaining 4% of respondents did not participate, likely due to the ongoing health crisis related to COVID-19 protocols and some respondents' busy schedules. The study's return rate of 96% aligns with Kothari's (2014) recommendation that a response rate of at least 50% is a good indicator for data analysis and drawing valid conclusions in any study.

Reliability Analysis Result

The researcher distributed 10 questionnaires respondents who were not part of the target population. The pilot test and respective results were analyzed through Cronbach Alpha test as in table 4 below

ANOVA

Source of Variation	SS	df	MS	F	P-value	F crit
Rows	36.52307692	9	4.058119658	3.927602409	0.000116772	1.921656609
Columns	130.9846154	25	5.239384615	5.070875521	7.46893E-12	1.555091886
Error	232.4769231	225	1.033230769			
Total	399.9846154	259				

$$\text{Cronbach Value } (1 - (MS_{\text{Error}} / MS_{\text{Rows}})) = 0.7454$$

Source: Research Data, (2022)

The structured questionnaires were tested for reliability one week before the actual data collection date. The researcher distributed the questionnaires to a group of ten people from the same organization and collected their responses for analysis. The researcher used Microsoft excel for data analysis for Cronbach's test and to determine the Cronbach's alpha coefficient of the findings from the questionnaires. The chronbach alpha recommended benchmark of 0.7. The findings of the pilot test revealed that resource allocation exhibited a Cronbach alpha coefficient of 0.7454. From the study results proofed

that all the items of the variables exhibited an alpha value higher than the threshold of 0.7, and average of 0.7454 an indication that the test results were acceptable.

Demographic Information of the respondents

This part contains the demographic analysis of the respondents who were targeted in this study. The data specifically relates to questionnaires response rate, education background, gender, years of membership, age bracket and position of the respondents.

Gender of the Respondents

This study purposed to analyze the positions of the respondents in the Kajiado County Women Group. The results are as showed in Table 5.

Table 5: Gender of the respondents

Gender of the respondents	Frequency	Percentage
Female	83	92%
Male	3	3%
No Response	4	4%
Grand Total	90	100%

The research study findings indicate that 92% were females while 3% were males. 4% of the respondent's target respondents did not respond to the research questionnaires. This implies that the researcher focused on the women in this research. It is could be argued that the 3% men could be part of the executive members of the board or management as the membership was not open to men in the organization.

Age of the Respondents

The respondents comprised of different age brackets with differing perceptions on the topic of inquiry. The research wanted to understand the demographic composition of Kajiado County women group critical dimension and hence asked the interviewees to state their age bracket. The age distribution was as illustrated in Table 6 below.

Table 6: Respondents Age Bracket

Respondents Age Bracket	Frequency	percentage
24 to < 30 Years	11	12%
30 to <35 Years	46	51%
35 Year and Above	11	12%
Below 24 Years	15	17%
No Response	7	8%
Grand Total	90	100%

The study shows that most of the interviewees (34.50%) aged between 26 less than 30 years, 17% of the targeted respondents were aged below 24 years, 12% were aged between 24 to less than 30 while another category representing 12% were aged 35 years and above. 8% of the respondents did not respond to the research question. The distribution of respondents' age informs that interviewees of different age bracket were well involved hence the views provided were varied. It represents a diverse workforce and membership where various age creates the organizations of different generations possess different mindsets, skills and talents beneficial to the organization.

Respondents Level of Education

The research also interested to determine the highest education level of the interviewees as some level of education is considered as a barometer for measuring one understanding of issues as in Table 7 below

Table 7: Respondents Highest Level of Education

Respondents Highest Level of Education	Frequency	Percentages
No formal schooling School	23	26%
Incomplete Primary School	15	17%
College diploma	14	16%

Incomplete Secondary School	12	13%
Complete Primary School	9	10%
Degree	7	8%
Masters	4	4%
No Response	4	4%
PhD	2	2%
Grand Total	90	100%

The study shows that majority of the respondents (26%) had not attended any formal schooling while 27 % had at least joined Primary School. 13% of the respondent had not completed secondary school whole only 30% had reached tertiary level. of education. 4 % of the respondents did not respond to the research question. The researcher therefore concluded that majority of the women in Kajiado County women group had not attained the basic minimum Primary and secondary education.

Position of the Respondents

The researcher also embarked to find out the post of the interviewees in the MSMEs enterprise and the outcomes are as presented in Table 8 below.

Table 8: Position in Kajiado County Women Empowerment Group

Position in Kajiado County Women Empowerment Group	Frequency	Percentage
Board Member	3	3%
Manager	7	8%
No Response	7	8%
Ordinary Member	73	81%
Grand Total	90	100%

Figure 5 showed that the more than half of the respondents were ordinary members in Kajiado County Women Group (73%). Out of the 3 of the 6 members of the board respondents responded to the research question indicating 50% response. 7 out of 8 managers responded to the questionnaires. Representing 8 % of the sampled population. 8 % of the sampled population did not return the research questionnaires.

Number of Years Working at KCWEG / Being a member.

The researcher sought to determine the the period of years the target respondents had worked / been a member of the Kajiado County Women Empowerment Group and the results are as shown in table 9

Table 9: Number of Years Working at KCWEG /Being a member

Number of Years Working at KCWEG /Being a member	Frequency	Percentage
Five years to less than 10 Years	35	39%
Less than one to less than five years	26	29%
10 years to less than 15 years	15	17%
No Response	8	9%
15 years and above	6	7%
Grand Total	90	100%

Majority of the targeted respondents (39%) in this research study indicated that they had either been members or worked for the organization between 5 to 10 years. This was followed by 29% of the target respondents who informed that they had interacted with the organization for a period less than 1 Year to less than 5 years. This could be interpreted that Kajiado County Women Empowerment Group was experiencing a rapid growth in membership or employee change over. 17% of the respondents had been interacting with the organization for a period between 10 to less than 15 years while the rest 7% had interacted with the group for a period 15 years and above. These finds also represents diversification in years of experience with the organization with most respondents understanding the organization and its operations to detail.

Women in Kajiado County are less likely to be entrepreneurs

The research put to test the statement that Women in Kajiado County are less likely to be entrepreneurs to the respondents. This analysis was as follows: 21 respondents representing 23% agreed, 23 respondents representing 26% disagreed, 7 respondents representing 8% were neutral, and 12 respondents representing 13% did not respond to the research question, 11 respondents representing 12% strongly agreed while 16 respondents representing 18% strongly disagreed. This therefore meant that the majority of the respondents (39%) disagreed with the research statement.

Table 10: Women in Kajiado County are less likely to be entrepreneurs

Women in Kajiado County are less likely to be entrepreneurs	Frequency	Percentage
Agree	21	23%
Disagree	23	26%
Neutral	7	8%
No Response	12	13%
Strongly Agree	11	12%
Strongly Disagree	16	18%
Grand Total	90	100%

Source: Research Data, (2022)

Women carry more burden of energy poverty and experience the adverse effects of lack of resources for implementing income generating ideas

The researcher analyzed responses of the respondent on the claim that women carry more burden of energy poverty and experience the adverse effects of lack of resources for implementing income generating ideas. This analysis was as follows: 16 respondents representing 18% agreed, 21 respondents representing 23% disagreed, 11 respondents representing 12% were neutral, and 12 respondents representing 13% did not respond to the research question, 11 respondents representing 13% strongly agreed while 15 respondents representing 17% strongly disagreed. This therefore meant that the majority of the respondents (40%) disagreed with the research statement. This was closely followed by 35% respondents who agreed on the research statement.

Table 11: Women carry more burden of energy poverty and experience the adverse effects of lack of resources for implementing income generating ideas

Women carry more burden of energy poverty and experience the adverse effects of lack of resources for implementing income generating ideas	Frequency	Percentage
Agree	16	18%
Disagree	21	23%
Neutral	11	12%
No Response	12	13%
Strongly Agree	15	17%
Strongly Disagree	15	17%
Grand Total	90	100%

Source: Research Data, (2022)

Almost a half of women's employment in Kajiado County are in agriculture, including forestry and fishing

This analysis was as follows: 10 respondents representing 11% agreed, 23 respondents representing 26% disagreed, 8 respondents representing 9% were neutral, and 13 respondents representing 14% did not respond to the research question, 16 respondents representing 18% strongly agreed while 20 respondents representing 22 % strongly disagreed. This therefore meant that the majority of 46 respondents (48%) disagreed with the research statement.

Table 12: Almost a half of women's employment in Kajiado County are in agriculture, including forestry and fishing

Almost a half of women's employment in Kajiado County are in agriculture, including forestry and fishing	Frequency	Percentage
Agree	10	11%
Disagree	23	26%
Neutral	8	9%
No Response	13	14%
Strongly Agree	16	18%
Strongly Disagree	20	22%
Grand Total	90	100%

Source: Research Data, (2022)

Government has provided initiatives and support aimed to spur economic empowerment of women

The study purposed to study the agreeableness of the respondents with the statement that Government has provided initiatives and support aimed to spur economic empowerment of women. The results analysis of the respondent's responses was as follows: 13 respondents representing 14% of the sample size agreed, 38 respondents representing 42 % disagreed, 17 respondents representing 19% of the respondents strongly disagreed, 6 respondents representing 7% did not respond to the research questions. 10 respondents representing 11% strongly agreed with the research question, while 6 respondents representing 7% neither disagreed not agreed with the research question. Therefore, the majority of the respondents (48) representing 54% that the government has provided initiatives and support aimed to spur economic empowerment of women.

There are adequate mentorship opportunities to enable the women of Kajiado County gain financial literacy.

This researcher intended to investigate the respondent's views on the statement that there are adequate mentorship opportunities to enable the women of Kajiado County gain financial literacy. The findings were as follows: 19 respondents representing 21% of the sample size agreed, 16 respondents representing 18% disagreed and 23 respondents representing 26% strongly disagreed. 7 respondents representing 8 % of the entire sample size did not respond the research question. 23 respondents representing 26% of the target respondents strongly agreed while 5 respondents representing 6% were neutral to the research question.

Table 13: There are adequate mentorship opportunities to enable the women of Kajiado County gain financial literacy.

There are adequate mentorship opportunities to enable the women of Kajiado County gain financial literacy.	Frequency	Percentage
Agree	19	21%
Disagree	16	18%
Neutral	5	6%
No Response	7	8%
Strongly Agree	20	22%
Strongly Disagree	23	26%
Grand Total	90	100%

Source: Research Data, (2022)

Lack of managerial skills, personal qualities and skills are major contributors to the failure of women

The study also sought to investigate the respondent's thoughts on Lack of managerial skills, personal qualities and skills are major contributors to the failure of women. 22 respondents representing 16% of the sample size agreed, 14 respondents representing 16% disagreed and 16 respondents representing 18% strongly disagreed. 7 respondents representing 8 % of the entire sample size did not respond the research question. 29 respondents representing 32% of the target respondents strongly agreed while 3 respondents representing 3% were neutral to the research question.

Table 14: Lack of managerial skills, personal qualities and skills are major contributors to the failure of women

Lack of managerial skills, personal qualities and skills are major contributors to the failure of women	Frequency	Percentage
Agree	16	18%
Disagree	14	16%
Neutral	3	3%
No Response	7	8%
Strongly Agree	29	32%
Strongly Disagree	16	18%
Grand Total	90	100%

Source: Research Data, (2022)

Women have control and use of income from their earnings.

The researcher also aimed to understand the respondents' views on the statement that women have control and use of income from their earnings. 27 respondents representing 30% of the sample size agreed, 8 respondents representing 9% disagreed and 9 respondents representing 10% strongly disagreed. 7 respondents representing 8% of the entire sample size did not respond to the research question. 35 respondents representing 39% of the target respondents strongly agreed while 2 respondents representing 2% were neutral to the research question. Therefore, the researcher concluded that most of the respondents (62) representing 69% of the sample population agreed with the research question.

Table 15: Women have control and use of income from their earnings.

Women have control and use of income from their earnings.	Frequency	Percentage
Agree	27	30%
Disagree	8	9%
Neutral	4	4%
No Response	7	8%
Strongly Agree	35	39%
Strongly Disagree	9	10%
Grand Total	90	100%

Source: Research Data, (2022)

Competition and control over the use of scarce natural resources has hindered women empowerment.

This question was raised to investigate the respondent's perception on the statement that competition and control over the use of scarce natural resources has hindered women empowerment.

Table 16: Competition and control over the use of scarce natural resources has hindered women empowerment

Competition and control over the use of scarce natural resources has hindered women empowerment	Frequency	Percentage
Agree	32	36%
Disagree	13	14%
Neutral	4	4%
No Response	4	4%
Strongly Agree	33	37%
Strongly Disagree	11	12%
Grand Total	90	100%

Source: Research Data, (2022)

32 respondents representing 36% of the sample size agreed, 13 respondents representing 14% disagreed and 11 respondents representing 12% strongly disagreed. 7 respondents representing 8 % of the entire sample size did not respond the research question. 33 respondents representing 37% of the target respondents strongly agreed while 4 respondents representing 4% were neutral to the research question.

Therefore, the researcher combined the responses and concluded that most of the respondents (65) representing 73% if the sample size agreed with the research question while 24 respondents representing 26% disagreed with the research question.

Descriptive Statistics for Women Engagement in Economic Activities

Table 17 below presents the descriptive statistic in summary form for Women Engagement in economic activities and economic empowerment of women in Kajiado County. To achieve this, the researcher converted the responses as follows: strongly agreed = 1, agree = 2, neutral = 3, disagreed = 4, strongly disagreed =5 and lastly no response = 6. The table illustrates the following descriptive statistics: mode, median, mean, and standard deviation, kurtosis, and skewness, range, maximum and minimum.

Table 4: Descriptive Statistics for Women Engagement in Economic Activities

Study Variables	Mean	Standard Error	Median	Mode	Standard Deviation	Sample Variance	Kurtosis	Skewness	Range	Minimum	Maximum	Sum	Count	Confidence Level (95.0%)
Women in Kajiado County are less likely to be entrepreneurs	3.53	0.17	4.00	4.00	1.62	2.63	-	-	5.00	1.00	6.00	318.00	90.00	0.340
Women carry more burden of energy poverty and experience the adverse effects of lack of resources for implementing income generating ideas	3.45	0.17	4.00	4.00	1.66	2.76	-	-	5.00	1.00	6.00	311.00	90.00	0.348

Study Variables	Mean	Standard Error	Median	Mode	Standard Deviation	Sample Variance	Kurtosis	Skewness	Range	Minimum	Maximum	Sum	Count	Confidence Level (95.0%)
Almost a half of women's employment in Kajiado County are in agriculture, including forestry and fishing	3.489	0.184	4.000	4.000	1.750	3.062	-1.284	-0.168	5.000	1.000	6.000	314.000	90.000	0.366
Government has provided initiatives and support aimed to spur economic empowerment of women	3.411	0.165	4.000	4.000	1.564	2.447	-1.155	-0.156	5.000	1.000	6.000	307.000	90.000	0.328
women in Kajiado County are free to participate in income generating activities which boost their economic empowerment of women	3.567	0.187	4.000	5.000	1.774	3.147	-1.439	-0.254	5.000	1.000	6.000	321.000	90.000	0.372
Women participation in income generating activities is a key factor in determining economic empowerment Women in Kajiado County	3.467	0.175	4.000	4.000	1.657	2.746	-1.307	-0.145	5.000	1.000	6.000	312.000	90.000	0.347
There are adequate mentorship opportunities to enable the women of Kajiado County gain financial literacy.	3.267	0.181	4.000	5.000	1.721	2.962	-1.487	-0.006	5.000	1.000	6.000	294.000	90.000	0.360
Lack of managerial skills, personal qualities and skills are major contributors to the failure of women	3.089	0.199	2.500	1.000	1.888	3.565	-1.534	0.228	5.000	1.000	6.000	278.000	90.000	0.395
Women have control and use of income from their earnings.	3.556	0.189	4.000	2.000	1.793	3.216	-1.407	-0.069	5.000	1.000	6.000	320.000	90.000	0.376

Study Variables	Mean	Standard Error	Median	Mode	Standard Deviation	Sample Variance	Kurtosis	Skewness	Range	Minimum	Maximum	Sum	Count	Confidence Level (95.0%)
Competition and control over the use of scarce natural resources has hindered women empowerment	3.34	0.16	3.00	2.00	1.53	2.34	-	0.20	5.00	1.00	6.00	301.00	90.00	0.320
Women enjoys financial independence	4	1	0	0	0	1	1.30	6	0	0	0	0	0	0
							2							
	3.45	0.15	4.00	4.00	1.49	2.22	-	-	5.00	1.00	6.00	311.00	90.00	0.313
	6	7	0	0	3	8	0.99	0.07	0	0	0	0	0	0
							5	8						

Analysis of variance for the responses on women engagement in economic activities

To test the null and alternative hypothesis of women engagement in economic activities, the researcher further subjected the findings two factor ANOVA without replication test. And the results were tabulated as illustrated in Table 38 below.

Table 18: Analysis of variance for the responses on women engagement in economic activities

ANOVA

Source of Variation	SS	df	MS	F	P-value	F crit
Rows	982.082	89	11.035	5.495	0.000	1.276
Columns	18.099	10	1.810	0.901	0.531	1.841
Error	1787.174	890	2.008			
Total	2787.355	989.000				

In when calculating Analysis of Variance, if $F_{critical}$ is greater than $F_{calculated}$, then reject the null hypothesis, else, accept the Alternative hypothesis. The test was carried out through Ms. Excel and the findings were as follows: $C_{calculated} = 5.595$, $F_{critical} = 1.276$. Since $F_{critical} < F_{calculated}$ the null hypothesis was upheld. This meant that women engagement in economic activities has a significant relationship with economic empowerment of Women in Kajiado County.

CONCLUSION AND RECOMMENDATIONS

This study has examined the participation of women in income-generating activities (IGAs) and its impact on their economic empowerment in Kajiado County, Kenya. The findings highlight the multifaceted nature of economic empowerment, emphasizing the importance of education, access to financial resources, and social capital in enabling women to participate in IGAs effectively. The study reveals that while significant progress has been made, numerous challenges persist, including cultural barriers, limited access to credit, and inadequate infrastructure.

Similarly, women have a larger workload than men. This in some way hinders them from undertaking more impactful activities and as a result remain economically un-empowered. The society has considered some roles in the society as primarily meant to be undertaken by women. These include household chores and bringing up their children. This occurs as men are given almost every good opportunity that comes along. These adverse effects of traditional cultural practices within the Maasai community hinder women's economic empowerment. These practices, including early marriage and female genital mutilation, limit women's mobility and opportunities for economic engagement. Therefore, addressing these cultural barriers is essential for promoting gender equality and women's economic empowerment.

The study indicates that women's participation in IGAs leads to various positive outcomes, such as increased household income, improved health and education for their families, and enhanced decision-making power within households.

The findings of this study align with this theoretical perspective, highlighting the need for targeted interventions to support women's participation in IGAs. In endeavor to bridge the gaps, organizations have been established to fight for the gender equity and fairness in the country.

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