



**CAPACITY BUILDING STRATEGY AND ECONOMIC EMPOWERMENT AMONG WOMEN IN KAKAMEGA NORTH
SUB-COUNTY, KENYA**

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CAPACITY BUILDING STRATEGY AND ECONOMIC EMPOWERMENT AMONG WOMEN IN KAKAMEGA NORTH SUB-COUNTY, KENYA

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ABSTRACT

The Women Enterprise Fund was introduced by the government of Kenya to help women participate in projects that can empower them and their families. However, latest research shows that Kenyan women are still living in poverty, which begs the question as to whether the funds are properly managed. This study analyzed the effect of Capacity Building Strategy on Economic Empowerment among women in Kakamega North sub-county; Kenya. The study adopted Correlation survey research design. Target population included women in Kakamega North Sub-County; Kenya, who had benefited from Women Enterprise Fund at least for two years. Random sampling technique was used for determination of the study sample. The study was piloted in Kakamega Central Sub-County. Close-ended questionnaires were used to collect the study's raw data. The study descriptive and inferential statistics was analyzed by use of SPSS software version 24. The results of the findings indicated Capacity Building Strategy influenced the Economic Empowerment among Women in Kakamega, North Sub-County; Kenya. The study recommended for County Governments to embrace the use of Capacity Building Strategy, since it improves on the Economic Empowerment among women, the study recommended for more studies on the same considering same variables but counties and different methodologies.

Key words: Capacity Building, Fund Management Strategies, Economic Empowerment

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INTRODUCTION

Economic empowerment for women is a fundamental human right and social equity issue that is of concern to many stakeholders in all parts of the world (Opil, 2019). An economically empowered woman plays a critical role in reduction of poverty in society. Moreover, economic empowerment of women contributes to survival and peaceful existence for low-income families and therefore promoting women's economic empowerment facilitates the accomplishment of other significant government funded goals such as investment growth, improved human development and reduced violence (Opil, 2019; OECD, 2021).

On the global front, women's economic empowerment is frequently viewed to be testing patriarchy. This is according to Batliwala (1994) who portrays those objectives for women empowerment as to challenge the patriarchal belief system, which is characterized by male domination and women's suppression, evolving those structures and organizations that strengthen and sustain gender discrimination and social disparity; and empower poor women to gain access to and management of material and informational resources. In the United Kingdom for instance, women's economic empowerment involves remodeling gender power relations, through individuals or groups of people creating awareness of women's participation in development activities and building their ability to overcome it" through a "bottom- up" approach (Baden & Reeves, 2000).

In the USA, development experts argue that for women to be empowered, they are required to recognize their strategic needs and powerful social well-being. They consider this an essential tool for there to be change in the systems of subordination, control over material and intellectual resources, making choices, having authority and the reduction of gender disparity (Hadi, 1997). The notion of women being inferior in contrast to men is structural, as a consequence, strategic gender needs require structural modifications. In truth, rather frequently strategic gender needs are believed to be

identical as needs for strategic changes (Opil, 2019). In the African context, women's low participation in economic development activities is attributed to lack of power, mainly due to poverty and poor health care, lack of education and training, and insignificant survival resources (World Bank, 2021). This is despite the fact that development experts generally agree that through women's development, the progression of the family and community is accomplished. West African countries e.g., Nigeria, Senegal and Mali have consequently devised strategies to improve women's economic status by providing services meant to equip women in their respective countries with skills that would enable them participate maximally in their country's economic activities (Adegoye and Ndiaye, 2020). They argue that for women to meet their survival and livelihood needs, their living standards need to be improved as a way of assisting them.

In East and central Africa, the economic development approach in most countries therein is catapulted by women's economic vulnerability at the center of their lack of power, and presumes that economic empowerment impacts positively on numerous components of women's life (Mazrui, 2016; Onyango, 2019). Most governments therein therefore use approaches that focus on improving women's control over material assets to securing their economic empowerment. The Tanzanian government utilizes the consciousness raising and organizing approach to deal with the root causes of women's socioeconomic challenges (Aisha, 2020). Techniques within this approach are based on organizing women to recognize and question gender and class-based segregation in all aspects of their lives; for example, through education and women's mobilization for gender access to financial resources.

In Kenya, one the country's sustainable development goals (SDGs) is to end poverty (GoK, 2018). This has been implemented by formation of Micro Small and Medium Enterprises (MSMEs), which are viewed as a key motivational force for economic development across all counties therein

(GoK, 2021). This initiative is thought of as important to the country's competitiveness as it represents a large number of businesses in a country in addition to generating wealth and employment. Micro Small and Medium Enterprises are hailed for the critical role they play in promoting grassroots' economic and equitable sustainable development in developing countries (Pelham, 2000). The Women Enterprise Fund (WEF) is one of the ways through which the Government of Kenya (GoK) ensures access of financial resources by womenfolk in the country. (GoK, 2017). According to WEF (2009), women make up 50.5% of Kenya's population. However, a big percentage has been excluded from accessing formal financial services, hence challenged in terms of engagement in a meaningful entrepreneur or small-scale business. This idea was conceptualized in 2007, when the Government of Kenya responded to women's challenges by introducing the Women Enterprise Fund. The WEF empowers women to participate more in self- development, their families and the country and distributes wealth across various women groups in all parts of the country (Apil, 2019). WEF allows women to take up loans and engage in businesses and projects at very reasonable interest rates without issuing collateral.

Through this initiative, the government envisioned that it would enable women to grow their MSMEs (WEF, 2009). WEF's primary function is to provide accessible and affordable credit to support women start or expand business for self and community development. WEF loans given to women in groups are interest free with only 5% administrative fee. Kakamega North Sub County is one of the regions in the country in which women groups have embraced the WEF by taking up WEF loans for purposes of economic empowerment. Interestingly, the area is ranked among the poorest in the country, which begs the question as to whether the WEF are managed effectively. This study therefore sought to analyze the effect of WEF management strategies on economic empowerment among women in Kakamega North Sub- County, for purposes of

providing recommendations for future policy action by the relevant government authorities and stakeholders, to guarantee a financially empowered woman in the research area.

Statement of the Problem

Economic empowerment of women is an issue of great concern in many parts of the world (Baden & Reeves, 2000). Experts generally agree that women play a crucial role in the development and well-being of any nation. For this reason, many stakeholders, especially in developing countries have come up with several ways of ensuring women are financially empowered (Swai & Rugumyamheto, 1997). In Kenya, the government does this through budgetary allocation of money to the Women Enterprise Fund (WEF) on annual basis. However, apart from government direct support, other factors have been considered by scholars to be of relevance to women empowerment concept; hence, the objective of ensuring all women in the country access this fund and consequently become financially stable has not been realized due to a number of factors and challenges (Mwangi, 2020), hence this gives to arise in a research gap that necessitated the study to be undertaken.

Objective of the Study

This study examined the effect of Capacity Building Strategy on economic empowerment among women in Kakamega North sub-county; Kenya. The study was guided by the following research hypothesis;

- **H₀₁:** Capacity Building Strategy has no statistical significant effect on economic empowerment among women in Kakamega North sub-county, Kenya

LITERATURE REVIEW

Theoretical review

The Social Exclusion Theory

The Social Exclusion Theory (SET) by Nils (2018) postulates that for a sustainable livelihood and a stable, working economy to exist, individuals must be empowered to participate fully in economic,

social, political and cultural life (Nils, 2018). Introduction of the WEF by the government of Kenya in 2007 is one such way as postulated by the SET to ensure women in all parts of the country are financially empowered in order to engage themselves in income generating activities that can help them be able to sustain their families. Effective management of the WEF is therefore key to realization of this economic empowerment. Social exclusion is that it may have been considered to provide novel insights into the nature, causes and consequences of poverty, deprivation and discrimination. By focusing attention on processes driving inequality, power relationships, and agency (exclusion by whom?), and on the multidimensionality of disadvantage and the inter-linkages between different forms of deprivation (exclusion from what?), some commentators felt it could give new direction to remedial policies and actions.

The belief that the concept could offer an original perspective on the social world, its primary focus on labour market relationships and its 'fit' with the dominant neo-liberal politics of the time may go some way to explain why, from the early 1990s, the discourse of social exclusion began to spread beyond the boundaries of Europe. Initially, the International Labour Organization (ILO) appears to have taken a lead in driving the concept out into aid and development policies in low-income regions. In Kenya, this has taken root in form of Women Enterprise Fund (WEF). The concept resonated with ILO's traditional concerns with social cohesion, participation in the labour market, social justice, and social organizations

The Macro-Economic Theory

The Macro-Economic Theory (MET), which was postulated by Barbosa (2018) postulates that economic empowerment in a population can be achieved through investment and empowerment of

the unemployed in a population. The women groups in the research area, which have had access to the women enterprise fund are majorly the unemployed individuals that this study will investigate, as they access government funding via the Women Enterprise Fund, which the government of Kenya hopes will uplift the economic standards of its beneficiaries. Effective management strategies would lead to a significant positive impact on the economic empowerment of women who benefit from WEF. Technological innovation in capacity building, credit access, market support, linkages and outreach will ensure increase in productivity.

The perspective of modern macroeconomic theory, be it new classical or old and new Keynesian, is that unemployment can be reduced only if real wages are cut. The modern Keynesians, basing themselves upon the micro foundations of efficiency wage theory, argue that real wages cannot and will not be cut by firms for efficiency wage reasons (Gregory, 2014). This generates involuntary unemployment based on a market coordination problem. A behavioural model that contrasts with efficiency wage theory is presented here which suggests that reducing real wages need not affect the marginal cost of labour and, therefore, the number of individuals employed. In the behavioural model, wherein there exists some linearity in the relationship between real wages and working conditions and labour productivity, a lower real wage rate is not a necessary condition for reducing the unemployment rate nor is a higher real wage an obstacle to reducing it. In this scenario, unemployment, to the extent that it is demand-side induced, is not related to movements in real wages. Therefore, restoring full employment after a negative demand shock becomes a matter for demand management, not demand management that must be coordinated with measures designed to reduce real wages (Steinson, 2018).

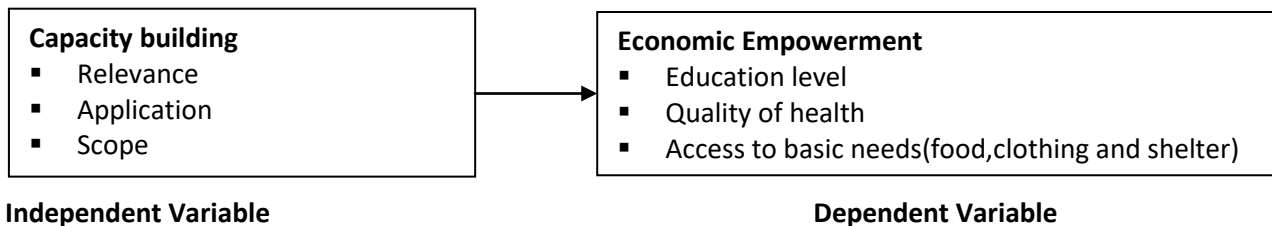


Figure 1: Conceptual Framework

Review of study variable

Capacity Building Strategy refers to effort to generate knowledge, skills and expertise in order to enhance analytical capacity that may assist in increasing productivity and sustenance. Capacity building strategies help in determining the business's competitive advantages (Muthoni, 2013; Nell and Napier, 2006). Research reveals that capacity building plays a key role in many aspects of economic empowerment (Masinde, 2020). This section brings into perspective a number of studies that involved capacity building with respect to economic empowerment among women in various parts of the world.

Sentiments by Muthoni (2013) are in agreement with those of Swai and Rugumyamheto, (1997), whose study pointed out that an entrepreneurial career can be developed through entrepreneurial training and capacity building. The assertion by Swai and Rugumyamheto (1997) is corroborated by Karanja (2021) whose study showed that regular capacity building among development-oriented groups can be created through, among other things, practical oriented business courses and needs-specific training. Karanja (2021) argues that capacity building has the potential to strengthen the need for achievement, alleviate fear of failure and enhance self-confidence.

A study by Carr (2017) looks at education and training as key enabling resources for the sustainability of micro and small enterprises. Writing about micro-level strategies for supporting livelihoods, employment and income generation for poor women in developing countries, McKee (1989) discusses the role of management training and technical assistance as a potentially powerful

intervention for micro-enterprise development. She points out that the International Labour Organization has promoted capacity building development programmes in the world using this approach while many non-governmental organizations have conducted business training for targeted women. Formal training and development is defined as "initiatives which can be identified by both recipients and deliverers as an intervention which has a structured mode of delivery, where the aim is to impart new awareness or knowledge of a workplace process or activity" (Muthoni, 2013).

METHODOLOGY

Correlation research survey design was therefore used to determine an association between the conceptualized independent and dependent variables as shown in the study's conceptual model. This study targeted 500 registered women of Kakamega North Sub-County. A sampling frame is a list of all the items in the population (Cooper & Schinder, (2007). That is, it is a complete list of everyone or everything you want to study or a list of things that you draw a sample from. In this study it consisted of registered women under empowerment fund bracket of the Kakamega North Sub- County. The study sample size was determined using Simple Random sampling technique. Primary data was collected by means of self-administered questionnaires. The questionnaires had structured questions. These questionnaires were structured and designed in multiple choice formats. Section one introduced the researcher, topic of research and its purpose to the respondent. Data collected from the field was coded, cleaned, tabulated and analyzed using both descriptive and inferential statistics with the aid of specialized Statistical

Package for Social Sciences (SPSS).version 24 software. Descriptive statistics such as frequencies and percentages as well as measures of central tendency (means) and dispersion (standard deviation) was used. Data was also organized into graphs and tables for easy reference.

Further, inferential statistics such as regression and correlation analyses was used to determine both the nature and the strength of the relationship between the dependent and independent variables. Correlation analysis is usually used together with regression analysis to measure how well the regression line explains the variation of the dependent variable. The linear and multiple regression plus correlation analyses were based on the association between two (or more) variables. SPSS version 24 is the analysis computer software that was used to compute statistical data.

Study conceptualized Regression Model;

$$y = \beta_0 + \beta_1 X_1 + \epsilon$$

y = Economic Women Empowerment

β_0 = Constant

X_1 = Capacity Building Strategy

{ β_1 } = Beta coefficients

ϵ = the error term

FINDINGS AND DISCUSSIONS

Response rate for all the instruments was 100% for 217 respondents. This implies that all the questionnaires that were administered were returned. This milestone was achieved by thorough supervision and immediate collection of the instruments on the same day it was filled by respondents.

Table 1: Descriptive Analysis of Respondents' Economic Empowerment

EE Level	Frequency	Percent
Low	31	14.3
Moderate	146	67.3
High	40	18.4
Total	217	100.0

As the table indicates, 31 of the WEF beneficiaries who participated in this study were found to be in the low economic empowerment level, while 146 of

Descriptive statistics: Effect of Capacity Building on Economic Empowerment among WEF Beneficiaries

The objective of this study was to examine the effect of capacity building strategy on economic empowerment among women in Kakamega North sub-county, Kenya. Data for addressing this objective was collected using the Capacity Building Questionnaire (CBQ) and the Economic Empowerment Questionnaire (EEQ). Data collected by both research instruments were analysed quantitatively, using both descriptive and inferential statistics.

Economic empowerment of WEF beneficiaries in Kakamega North Sub-County was the dependent variable in all the four research objectives. To determine the economic empowerment levels of the sampled respondents, the Economic Empowerment Questionnaire (EEQ) was administered as per the research design. To facilitate analysis, the positively worded statements in the EEQ were scored in descending order i.e. Strongly Agree = 5, Agree = 4, Undecided = 3, Disagree = 2 and Strongly Disagree = 1. A composite score for all the statements in the questionnaires was determined by adding up the scores for all the 9 items in the EEQ. The resulting composite scores were used to classify the economic empowerment (EE) of the respondents as follows;

1 – 15 = low EE, 16 – 30 = moderate EE, 31 – 45 = high EE

Table 1 displays data on the economic empowerment of the sampled WEF beneficiaries.

them were in the moderate EE level. Those in the high EE level were 40 in number. This implies that

majority of the respondents were in the moderate empowerment level, at 67.3% of the sample.

Several descriptive statistics were computed on data that were collected using the CBQ and to determine the extent to which capacity building was utilized as a strategy to manage the WEF in Kakamega North Sub-County.

One of the statements in the CBQ sought to find out the extent to which workshops organized by WEF management were in line with the needs of its beneficiaries. Responses to this statement were analysed by computing frequency counts, whose results were as presented in Table 2 thus:

Table 2: Workshops were in line with needs of beneficiaries

Parameter	Strongly agree	Agree	Undecided	Disagree	Strongly Disagree	Total
Frequency (N)	87	78	15	18	19	217
Percentage (%)	40.09	35.94	6.91	8.29	8.76	100

As the table indicates, 87 (40.09%) of the respondents strongly agreed with the statement that the workshops they had attended were in line with their needs. The table also indicates that 78 (35.94%) of the respondents agreed with the statement while only 15 (6.91%) were undecided. The table further indicates that 18 (8.29%) of the respondents disagreed with the statement while 19 (8.76%) strongly disagreed. It is clear from data

displayed in the table that majority of the sampled WEF beneficiaries felt that capacity building was a good thing as it was in line with their needs.

Another statement in the CBQ sought to find out the extent to which the various skills taught in the seminars were helpful. Responses to this statement were analysed by computing frequency counts, whose results were as presented in Table 3 thus:

Table 3: The skills acquired from seminars were helpful

Parameter	Strongly agree	Agree	Undecided	Disagree	Strongly Disagree	Total
Frequency (N)	95	84	3	17	17	217
Percentage (%)	43.78	38.71	1.38	7.83	7.83	100

It can be seen from the table that 95 (43.78%) of the respondents strongly agreed with the statement that the skills obtained from seminars organized by WEF administrators were helpful. The table further indicates that 84 (38.71%) of the respondents agreed with the statement while only 3 (1.38%) were undecided. Moreover, the table reveals that 17 (7.83%) of the respondents disagreed with the statement and an equal number

strongly disagreed. Data from this table implies that majority of the sampled WEF beneficiaries felt that the skills they learnt from the seminars organized by WEF administrators were helpful.

The third statement in the CBQ was about the agendas of the WEF meetings. Responses to this statement were analysed by computing frequency counts, whose results were as presented in Table 4 thus:

Table 4: The agenda of meetings held were relevant

Parameter	Strongly agree	Agree	Undecided	Disagree	Strongly Disagree	Total
Frequency (N)	92	74	14	25	12	217
Percentage (%)	42.39	34.10	6.45	11.52	5.53	100

The table reveals that 92 (42.39%) of the respondents strongly agreed with the statement that suggested that the agenda of meetings held were relevant to the goals of WEF beneficiaries. It

can also be seen from the table that 74 (34.10%) of the respondents agreed with the statement while 14 (6.45%) were undecided. Additionally, the table indicates that 25 (11.52 %) of the respondents

disagreed with the statement, while 12 (5.53%) strongly disagreed. These statistics clearly point out the fact that majority of the sampled WEF beneficiaries were of the opinion that the agenda of the WEF meetings were relevant to their goals.

The fourth statement in the CBQ was about application of capacity building to improve productivity. Responses of the sampled WEF beneficiaries to this statement were analysed by computing frequency counts, whose results were as presented in Table 5 thus:

Table 5: Knowledge learnt was used to improve productivity

Parameter	Strongly agree	Agree	Undecided	Disagree	Strongly Disagree	Total
Frequency (N)	89	95	22	5	6	217
Percentage (%)	41.01	43.78	10.14	2.30	2.76	100

The table reveals that 89 (41.01%) of the respondents strongly agreed that the knowledge obtained was used to improve productivity. The table also shows that 95 (43.78%) of the sampled WEF beneficiaries agreed with the statement while 22 (10.14%) were undecided. Moreover, the table reveals that only 5 (2.30%) of the respondents disagreed with the statement, while 6 (2.76%) strongly disagreed with the assertions of statement

4 of the CBQ. This analysis therefore implies that majority of the sampled WEF beneficiaries were affirmative as far as the assertions of statement 4 of the CBQ was concerned.

In the same vein, statement 5 of the CBQ sought to find out the experiences shared by other WEF beneficiaries. Responses to this statement were analysed by computing frequency counts, whose results were as presented in Table 6 thus:

Table 6: Experiences shared by other members were of great help

Parameter	Strongly agree	Agree	Undecided	Disagree	Strongly Disagree	Total
Frequency (N)	107	96	2	1	0	217
Percentage (%)	49.31	44.24	0.92	0.46	0.00	100

As the table indicates, a total of 107 (49.31%) of the respondents strongly agreed with the statement that the experiences shared by other members during WEF trainings were of great help. The table also indicates that 96 (44.24%) of the respondents agreed with the statement while a paltry 2 (0.92%) were undecided. Only 1 (0.46%) respondent disagreed with the statement while none of them (0.00%) strongly disagreed. It is therefore clear from data displayed in the table that majority of the

sampled WEF beneficiaries felt that experiences shared by other members during trainings were of great help.

The sixth statement in the CBQ sought to find out the application of knowledge obtained from seminars by WEF beneficiaries in solving their real-life problems. Responses to this statement were analysed by computing frequency counts, whose results were as presented in Table 7 thus:

Table 7: Application of seminar knowledge to solve real-life problems

Parameter	Strongly agree	Agree	Undecided	Disagree	Strongly Disagree	Total
Frequency (N)	70	72	32	28	15	217
Percentage (%)	32.26	33.18	14.74	12.90	6.91	100

The table points out that a total of 70 (32.26%) of the respondents strongly agreed with the statement that they used knowledge obtained from

seminars to solve real-life problems. The table further indicates that 72 (33.18%) of the respondents agreed with the statement while 32

(14.74 %) were undecided. The table also indicates that 28 (12.90%) of the respondents disagreed with the statement while 15 (6.91%) strongly disagreed. It can therefore be deduced from these statistics that majority of the sampled WEF beneficiaries used the knowledge obtained from WEF seminars to solve real-life problems.

The seventh statement in the CBQ was about the scope of WEF training. Responses of the sampled WEF beneficiaries to this statement were analysed by computing frequency counts, whose results were as presented in Table 8 thus:

Table 8: The scope of the training

Parameter	Strongly agree	Agree	Undecided	Disagree	Strongly Disagree	Total
Frequency (N)	116	87	4	5	5	217
Percentage (%)	53.46	40.09	1.84	2.30	2.30	100

The table shows that 116 (53.46%) of the respondents strongly agreed that they had covered a wide range of topics during WEF training. The table further shows that 87 (40.09%) of the sampled WEF beneficiaries agreed with the statement while only 4 (1.84%) were undecided. Additionally, the table points out that 5 (2.30 %) of the respondents disagreed with the statement, while 5 (2.30%) strongly disagreed with the assertions of statement

7 of the CBQ. These figures imply provide evidence that majority of the sampled WEF beneficiaries were affirmative as far as the assertions of statement 7 of the CBQ was concerned.

Statement number 8 of the CBQ was about the materials used to train WEF beneficiaries. Responses to this statement were analysed by computing frequency counts, whose results were as presented in Table 9 thus:

Table 9: The materials used during WEF training

Parameter	Strongly agree	Agree	Undecided	Disagree	Strongly Disagree	Total
Frequency (N)	20	37	45	75	60	217
Percentage (%)	9.22	17.05	20.74	34.56	27.65	100

As it can be seen from the table, 20 (9.22%) of the respondents strongly agreed with the suggestion that they were given sufficient training materials for reference, while 37 (17.05%) of the sampled WEF beneficiaries agreed with the statement. It can also be noted from the table that 45 (20.74%) were undecided. The table further shows that 75 (34.56%) of the respondents disagreed with the statement while 60 (27.65%) strongly disagreed. It is therefore clear from data displayed in the table

that majority of the sampled WEF beneficiaries were of contrary opinion with respect to the assertion of statement 8 of the CBQ.

The last statement in the CBQ was about the range of skills acquired during WEF capacity building. Responses of the sampled WEF beneficiaries to this statement were analysed by computing frequency counts, whose results were as presented in Table 10 thus:

Table 10: The range of skills acquired during WEF training

Parameter	Strongly agree	Agree	Undecided	Disagree	Strongly Disagree	Total
Frequency (N)	109	90	2	5	11	217
Percentage (%)	50.23	41.47	0.92	2.30	5.07	100

The table revealed that 109 (50.23%) of the respondents strongly agreed that they had acquired wide ranging skills during WEF training, while 90

(41.47%) of the sampled WEF beneficiaries agreed with the statement. The table also shows that only 2 (0.92%) of the respondents were undecided.

Moreover, the table points out that 5 (2.30 %) of the respondents disagreed with the statement, while 11 (5.07%) of them strongly disagreed with the assertions of statement 9 of the CBQ. These statistics imply that majority of the sampled WEF beneficiaries were affirmative as far as the assertions of the last statement in the CBQ was concerned.

To determine how if the independent variables of this study contributed to the observed EE levels among the sampled WEF beneficiaries, inferential testing was carried out on the null hypotheses at the 0.05 level of statistical significance.

Inferential Analysis and Discussion of Data on Capacity Building Strategy and Economic Empowerment

The first objective of this study as outlined in chapter one was to examine the effect of capacity

building on economic empowerment among women in Kakamega North sub-county, Kenya. The first null hypothesis was formulated from this objective thus:

H₀₁: Capacity Building Strategy has no statistically significant effect on economic empowerment among women in Kakamega North sub-county, Kenya

This hypothesis was tested inferentially at 0.05 alpha level, using Bivariate Pearson's Correlation analysis. To implement this all responses to statements in the CBQ were converted to percentages and correlated against scores obtained in the Economic Empowerment Questionnaire (EEQ). Results of this correlation were as presented in table 11 thus:

Table 11: Correlation between Capacity Building Strategy and Economic Empowerment

Variable	Capacity Building	Economic Empowerment
Capacity Building Strategy	-	0.785*
Economic Empowerment	0.785*	-

*p = 0.01

As it can be seen from the table, there was a strong positive correlation between capacity building and economic empowerment scores as collected by the CBQ and EEQ respectively [r=.785, p=.01 at α=.05]. This is because the Bivariate Pearson's correlation coefficient obtained had a positive sign and was close to 1, hence the description of the association between the two variables as strong and positive.

This implies that respondents whose CBQ score were high also had high EEQ scores and vice versa. This revelation is contrary to the assertion of the first null hypothesis. This hypothesis (H₀₁) was therefore rejected since empirical evidence emanating from data that was collected with respect to the first research objective and subsequent testing of H₀₁ suggest otherwise. It alternately be stated that capacity building has a significant positive influence on economic empowerment of WEF beneficiaries in Kakamega North sub-county.

It was established in this study that Capacity Building Strategy has a statistically significant effect on economic empowerment among women in Kakamega North Sub-County. This is because the sampled WEF beneficiaries who have low scores in CBQ also had low scores in the EEQ and vice versa. This implies that women who had more capacity building carried out in their group were more economically empowered as compared with those who had less capacity building done in their WEF groups.

This association between capacity building and economic empowerment is significant because the p-value associated with the correlation coefficient obtained (r) was less than 0.05, the stipulated alpha value. These findings are in agreement with those of a study by Carr (2017) who looked at capacity building as a key strategy for ensuring sustainability of micro and small enterprises, as it results in an economically empowered beneficiary.

These findings are also corroborated by those of McKee (1989) who study investigated the role of management training and technical assistance as a potentially powerful intervention for micro-enterprise development. She points out that the International Labour Organization has promoted capacity building development programmes in the world using this approach while many non-governmental organizations have conducted business training for targeted women to boost their economic empowerment.

CONCLUSIONS AND RECOMMENDATIONS

From the objective, it was found out that; Capacity building has a statistically significant effect on economic empowerment among women in Kakamega North sub-county, Kenya. There is a strong positive association between Capacity

Building Strategy and economic empowerment among WEF beneficiaries in Kakamega North sub-county; hence, the more the Capacity Building Strategy the greater the Economic Empowerment.

As it has been found out in this study, there is a strong positive association between Capacity Building Strategy and Economic Empowerment among WEF beneficiaries in Kakamega North sub-county. The WEF administrators should therefore organize for more seminars, workshops and other training opportunities to ensure the WEF loan are used effectively to uplift the living standards of beneficiaries and their families.

Areas for further research

Similar study can be done on other organizations using different methods of analysis for comparison of the findings.

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