



Effectiveness of Capacity Building Interventions on Women Enterprises for Household Wellbeing in Nyamira County, Kenya

Anne Chepkurui

School of Arts and Social Sciences,
Department of Sociology, Gender and Development Studies
Kisii University

Email: annechepkurui2@gmail.com

Abstract: *Women enterprise, unlike other businesses, utilizes the idea and opportunities to generate not only profits, but also solutions to social problems that alleviate poverty within the households. Without increased attention on capacity building to gendered dimensions in the management of enterprises, women will continue to unlikely improve the socio-economic wellbeing of their households. Capacity building is the key to community development as well as national development. Access to training for the management of the enterprises is an urgent need to promote women owned enterprises for socio-economic wellbeing of the households. This study was guided by social entrepreneurship theory and cross sectional research design was adopted. The study population was 280 registered social entrepreneurs in Nyamira South Sub-County. Data was collected using questionnaires and interviews schedules. Data was analysed using SPSS Version 24.3 and the results presented tables, graphs, and pie charts. Qualitative data was analysed using thematic analysis and findings were presented using texts and verbatim quotations. The findings of the study indicates that the majority (82.5%) of the respondents had not received any entrepreneurial training before establishing their enterprises. The study concludes that as a result of lack of entrepreneurship training, the sustainability of women-owned enterprises is not guaranteed for social economic wellbeing of the households. The study recommends that women entrepreneurs be trained on access and utilization of funds from the enterprise.*

Keywords: *Effectiveness, Capacity Building, Training, Management, Women-Owned Enterprises, Socio-Economic Wellbeing, Kenya.*

How to cite this work (APA):

Chepkurui, A. (2023). Effectiveness of Capacity Building Interventions on Women Enterprises for Household Wellbeing in Nyamira County, Kenya. *Journal of Research Innovation and Implications in Education*, 7(4), 243 – 253. <https://doi.org/10.59765/prah6949>.

1. Introduction

This paper refers to capacity building is the process of building and enhancing the knowledge and skills of women entrepreneurs. In doing these, women solve complex issues of the environment in their operation for improvement of skills. Capacity building can be attained through organization of seminars, meetings, events and conferences. Such arrangements include training and dissemination of crucial skills required by women owned enterprises. For better performance of women enterprises, owners need to be trained on how best to manage finances, manage customer complaints, handle conflicts of employees and make informed decisions that drive the

overall performance of the organization (Maina & Mwit, 2016). Capacity building may mean an effort to generate knowledge, skills and expertise in order to enhance analytical capacity that may assist in increasing productivity and nourishment. Capacity building strategies help in determining the enterprises competitive advantage (Nell & Napier, 2006). Capacity building is crucial among women entrepreneurs as it directly fosters mentoring and social capital that is crucial drivers of financial performance. Mentoring is ideal as it helps in ensuring the specific problems and challenges faced by women entrepreneurs are effectively solved. At the same time, most women owned enterprises are managed by people with inadequate training. Capacity building would come in

to strongly bridge this gap in limited training and skills of women owners of enterprises (Mori, 2016).

Most women enterprises are still at micro level which is attributed to limited skills among owners, to think outside the box and make informed decisions. Most women owned enterprises require sufficient training and skills for managers and other inputs for better financial performance (Baltov, 2016). Women have limited access to trainings such as vocational and technical trainings, especially in developing countries. Women on average have less access to education than men, and technical and vocational skills can only be developed on a strong foundation of basic primary and secondary education (UNCEF, 2016). In England, women entrepreneurs were found to lack information about some parameters such as entrepreneurial development, skilled labour, effective networking capabilities and business training opportunities that were indicated as an important obstacle in the growth of their business (Roomi et al. 2009).

2. Literature Review

Women entrepreneurs have been distinguished by researchers, financial specialists, experts and analysts as the engine room of economic growth and development in both advanced and emerging economies. Earlier investigations in most developed nations and emerging economies affirm that women entrepreneurs are the main source of employment generation, poverty eradication, and wealth generation (Sajuyigbe & Fadeyibi, 2017). The World Bank (2013) report attests that women entrepreneurs are the mainstays of sustainable economic growth and development of a nation and they contribute over half to Gross Domestic Product (GDP) of the most advanced and emerging economies in the world. Notwithstanding, it has been found by Vidocic and Peric (2015) study that, women's capacity to participate in sustainable enterprises, political sphere and economic areas was limited. Pacut (2019) studied the drivers towards entrepreneur's engagement and the aim of the study was to identify institutional economic factors that influence involvement of individuals in social entrepreneurship in Poland. A total of 22 women entrepreneurs were interviewed and 10 stakeholders from Poland economic sectors formed key informants for the study. Results from this study found that there was very low capacity among women entrepreneurs in understanding institutional factors that affected their ventures. Simi (2011) explores the sustainability of women entrepreneurs in Bangladesh and found out that few women entrepreneurs were self-sufficient. Women entrepreneurs require the capacity to be self-sufficient to be able to make effective decisions for their enterprises.

Furthermore, sustainable women social enterprises generate a long-lasting impact on household welfare if embraced. Because of these, women entrepreneurs need to build their capacity in understanding policy issues and principles related to their enterprises. Overly, the understanding increases the awareness of their environment, social problems, acquisition of resources and coordination with other partners for a great impact in the communities they serve. Women entrepreneurs need to be aware that to start and operate an enterprise, there are two possibilities either success or failure. Owing to their relatively smaller size of enterprises, a small issue committed by the management team would adversely cost and affect the operation. Inadequate skills to plan, finance and manage these enterprises can significantly lead to their failure. For these reasons, capacity building is particularly important in allowing women to network with other successful owners of the business. By borrowing examples of most successful entrepreneurs, it would be important for women owned enterprises to succeed (Nxumalo & Kaseeram, 2017).

In Africa, the report of Global Entrepreneurship Monitor (2018) reveals that the most notable pace of women's entrepreneurial intentions is found among low-income nations (37.8%) trailed by middle-income (21.3%) and high-income nations (12.6%), while the enterprise owner evidently is significant in Africa. Recently, expanding consideration has been given to the advancement and development of women-owned enterprises in Nigeria. Successful governments put in place viable entrepreneurial programmes coupled with various Non-Governmental Organizations to advance women entrepreneurs, through capacity building. Regardless of these exemplary and impressive programmes to advance women entrepreneurs, the normal development pace of women-owned businesses is still lower. The development rate of women is less than the normal development rate for businesses run by men. This is because of broad disparity in education (Amuchie & Asotibe, 2015), absence of access to innovation, opportunities for expansion, poor access of resources and poor expansion of administrations (Akpodono, 2016). Falola, (2020) evidenced that women in Africa have been abused, marginalized, culturally excluded from having access to high-quality education, financial inclusion, management positions, economic and social inclusion. Women are denied their rights in most spheres of human endeavours and restrained from work to the home environment. These inequalities are unfair and have direct consequences for the women concerned.

Women's entrepreneurial capacity building has been acknowledged and documented in literature as indispensable managerial tool for economic development globally. Capacity building is characterized as obtaining of

administrative aptitudes, information and disposition of the enterprise visionaries for improvement of the capacities to accomplish both short and long-term destinations (Idawati & Gufran, 2016). Academically, there has been constrained research on women entrepreneurial capacity building with regards to growing economies. To date, there has been a shortage of studies on capacity building and performance of small and medium enterprises with regards to women-owned enterprises in Nigeria. However, accessible studies in Nigeria are centred on large organizations (Isgogo, 2014). Owing to the above, the study is expected to expose how capacity building can empower women entrepreneurs for sustainable development.

The study benefits women as it widens their knowledge about what is required for successful entrepreneurial ventures in real-time world of work. On this note therefore, the current research addresses the current gap in the literature by evaluating the effectiveness of capacity building interventions on women-owned enterprises for household wellbeing. This study supported the need of accomplishing Sustainable Development Goals (SDGs) of the vision 2030 by enabling women entrepreneurs to exploit their full potential to transform a developing country like Kenya into an industrialized country.

Theoretical Foundation

The document adopted the social entrepreneurship theory, which advocates for the adoption of practices that have a social mission within the entrepreneurial process. The theory states that social enterprises portray unique behaviours, characteristics, and typology that create sustainable public wealth rather than just focusing on private and business wealth (Ebrashi, 2013). Social entrepreneurship combines the passion of a social mission with an image of professional discipline, innovation and determination (Dees, 2012). The need for the development of social entrepreneurship theory was mainly informed by the lack of specific theories that explained socio-entrepreneurial activities (Singh, 2017). The theory was therefore developed with the aim of defining what Social Enterprise is, just like entrepreneurship, social enterprise did not have agreed-upon definition about what it is or what it does (Ripsas, 1998). Various scholars have tried to define it in their way, based on their understanding of the same, which is influenced by a variety of contextual factors in a multidisciplinary approach (Tan, Williams & Tan, 2005).

3. Methodology

3.1 Research Design

The study adopted descriptive design and mixed approach was used (quantitative and qualitative). The design was

used to investigate the population by selecting samples for analysis and discovery of occurrences. The study used a descriptive survey design which enables the researcher to collect in-depth information from the respondents about the effectiveness of capacity building for women-owned enterprises. The design targeted groups within the study area and based on its overall findings on the views of the women entrepreneurs with the assumptions that they represent typical of the whole group. This design was recommended to provide clear information on a situation without manipulation (Mugenda and Mugenda, 2013).

3.2 Study Area

The study was conducted in Nyamira County with a total population of 605,576 whom 290,907 are men and 314,656 are women. Administratively, the County is subdivided into 5 sub counties, namely, Borabu, Manga, Masaba North, Nyamira North and Nyamira South. The county's major economic activities are small and medium scale businesses which are a major source of livelihood for most low-income earners (Nyamira County, Annual Development Plan, 2019).

3.3 Target Population

The study population included women owned entrepreneurs situated in Nyamira County. According to the ministry of social services, Nyamira County has a total of 280 women who have registered as owners of the enterprise (Kenya National Bureau of Statistics. 2019). The study also targeted the women groups who are registered and involved in enterprises, 5 members in the department of social services and 5 officials from chambers of commerce who are knowledgeable on the issues of women enterprises and the wellbeing of their households living in Nyamira County.

3.4 Sample Size and Sampling Procedure

The sample size of the study was 280 respondents who are registered women social entrepreneurs. The study also sampled 5 officials from the department of social services and 5 officials from chambers of commerce. The researcher employed census survey to sample the respondents who participated in the study. Census survey is the procedure where the entire population is studied and details of data are collected about every unit. The researcher sampled all the registered women social entrepreneurs in Nyamira County totalling up to 280 respondents. The study used Simple random sampling to select the key informants who were knowledgeable and able to provide information on the issues of women-owned

enterprises. The study included: two (2) officials from chambers of commerce, (2) officials from the department of social services and group leaders were also selected from a Sub-County in Nyamira.

3.5 Data Collection Methods

The study used questionnaires, key informant interview and Focus group discussion. The questionnaire was used to gather the required data for the study. Focus group discussions were used to gather information from women groups with similar goals who owned enterprises within Nyamira Sub-county. Key informant interviews were done with officials from Nyamira the chamber of commerce, officials from the department of social services and leaders from women owned enterprise groups in Nyamira County.

3.6 Data Analysis, Interpretation and Presentation

The data obtained from the respondents were coded and clustered for subsequent analysis. Data was analysed using Statistical Package for Social Sciences (Version 25). The results of quantitative data were presented using tables, graphs, pie charts and percentages. Qualitative data was analysed using content analysis and systematic coding of verbatim transcriptions of Focus Group Discussions was done in order to establish the emerging themes.

3.7 Ethical Considerations

Honesty was practise considering number of exercises concerning the study was disclosed to the respondents and this included research expectations which are purely for learning purposes.

4. Results and Discussions

4.1 Effectiveness of Capacity Building Interventions on Women-Owned Enterprises for Household Wellbeing

Findings were summarised and presented in this section in the following sub-topics: training on the management of the enterprises, benefits of training required, knowledge acquisition on enterprise management, strategies employed in marketing products, challenges experienced during enterprise development, the effectiveness of the operations, finance management training and training needs to improve the enterprise.

4.1.1 Training on the Management of Enterprises

Table 1 shows the respondents response to training on enterprise management. Findings indicate that 82.5% of the respondents confirmed that they had not received entrepreneurial training, leaving only 17.5% representing respondents with knowledge of enterprise management. Indicating that majority of the respondents did not have skills to manage their enterprises.

Table 1: Training on the Management of Enterprises

	Frequency	Percent
Yes	46	17.5
No	234	82.5
Total	280	100.0

Source: (Researcher, 2022)

The findings from the study revealed that training programs have a positive and significant effect on opportunity recognition, organizing and relationship competency among micro entrepreneurs. This indicates that training programs and initiatives of troubled entities enhance the ability amongst respondents to recognize, identify, assess and seek market opportunities. Training enables them to have the ability to plan, organize, lead, motivate and delegate resources within their reach such as: human, physical, financial and technological, as well as their capacity (Mary, Ebong, Omang, & Ojong-Ejoh,

2021). According to Hussain at al. (2019), gaps such as financial literacy, entrepreneurial knowledge and skills to mitigate the negative impact of human poverty and financial poverty were identified. More so, Accountable Management in Education is needed to shape more peaceful and just societies. A study finding by Marc-André Roy & David Wheeler in (2006) revealed that there was a significant correlation between level of market knowledge, perceived success and growth in monitoring and evaluations. Market knowledge can be gained primarily through training or experience gained by working in a

particular activity. It is also noted that, the level of market knowledge was strongly correlated with the level of education, training, and literacy than with degree of experience and years in operation indicating that training, education, and literacy is a predictive indicator of enterprise success (Marc-André Roy & David Wheeler, 2006).

4.1.2 Training Required

The respondents were asked to indicate the training that benefits them most and reasons why it is most preferred. Table.2 shows that most of the respondents preferred management skills and sited that the management skill can enable them handle finances professionally, enabling them to have a sustainable and developed enterprise. The key informant's responses indicated that for the enterprise to be sustainable and develop, the entrepreneur must have trained management skills.

Table 2: Training Required

Training Needs	Frequency	Percent
Use of fertilizer	7	2.5
Crop Training	11	3.9
Fashion and Design	4	1.4
Management Skills	19	7.9
Marketing Strategy	5	1.8
Total of Trained	46	17.5
Did not Train	234	82.5
Total	280	100.0

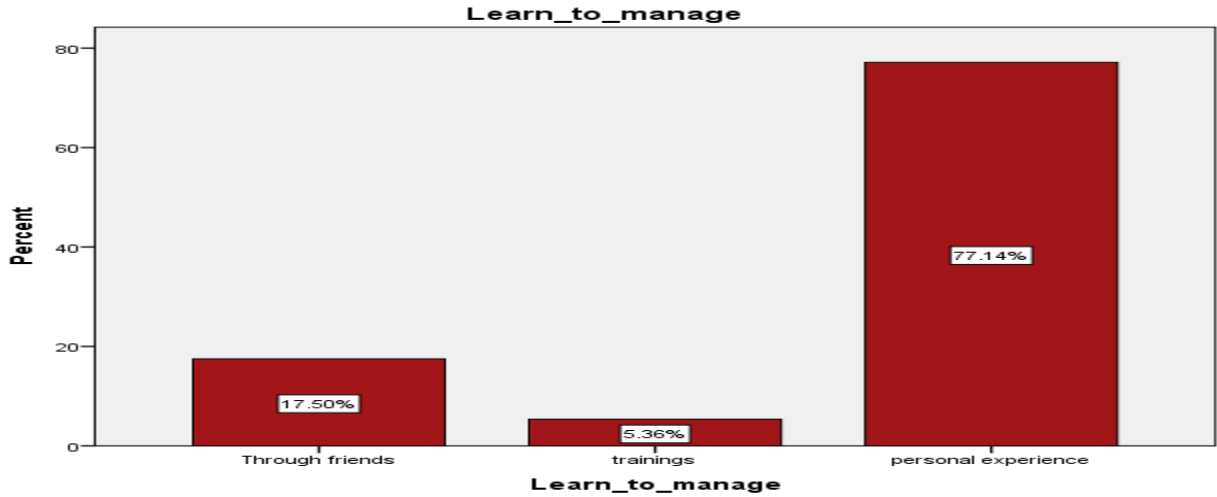
Source: (Researcher, 2022)

4.1.3 Knowledge Acquisition on Enterprise Management

The respondents were asked to give method of knowledge acquisition on enterprise management. Figure 1 indicates that only 5.36% of the respondents gained their enterprise management skills through training, 17.5% learned from friends and 77.14% got the training from their personal experiences. Findings indicate that, clearly there is several possibilities of reasons why women enterprise are not performing well most especially having more respondents using their own personal experiences. A study done by McElwee, & Riyami, (2003) indicates that most of the women entrepreneurs in Oman society learnt entrepreneurship through their parents. Most of the parents who are entrepreneurs have been found to encourage their children to become entrepreneurs. Furthermore uncles, aunts and brothers are of great influence to these women. Studies done in Oman revealed that girls who grew up with entrepreneur parents were influenced to start an enterprise without undergoing any training, which ended up influencing their career choice (McElwee, & Riyami, 2003).

To on improve financial inclusion, support to women entrepreneurs by overcoming market and social barriers in the financial market for disadvantaged groups are the

approach of microcredit, which is basically aimed at socio-economic improvement of the people. These are small loans to finance income generating activities which are often packaged with business development support such as financial education and entrepreneurship training, coaching, mentoring and giving business advice. When soft business development loans are coupled with microcredit, it is referred to as microfinance. The advantage of microfinance is that as a credit product, entrepreneurs have strong incentives for creating a sustainable business since they must repay the loan. Another advantage is that, unlike other financial products, for example loan guarantees and bank loan, the instrument is designed specifically for the needs of people who experience difficulties in obtaining access to conventional credit. Loans are typically offered at higher interest rates than conventional financial products that have higher levels of risk involved. The sector has been steadily growing over recent years and in 2017, microfinance institutions in the EU reported almost one million total active borrowers; with a gross micro-loan, collection were outstanding (Diriker, Landoni and Benaglio, 2018). One of the most important target groups for European Union to benefit from microfinance are women. Nearly 40% of women using microfinance used tailored products from one of these specialized institutions which are about two-thirds of microfinance institutions which have tailored products for women.



Source: (Researcher, 2022)

Figure 1. Knowledge Acquisitions on Enterprise Management

4.1.4 Challenges in Setting up an Enterprise

In the contemporary world, entrepreneurship is no longer a male affair. An increasing number of women in Kenya and

beyond have established diversified enterprises in an effort to improve their socio-economic wellbeing. This is despite the barriers that exist. In this paper, the researcher was interested in understanding the barriers women face during enterprise development.

Table 3: Challenges Experienced During Enterprise Development

	Frequency	Percent
Yes	231	82.5
No	49	17.5
Total	280	100.0

Source: (Researcher, 2022)

Table 3 shows that 82.5 % respondents experience challenges while setting up enterprise. This may be attributed to the lack of training before initiation of the enterprise. Findings show that only 17.5% of the respondents did not experience any challenge during the development of the enterprise.

The result indicates that respondents face many problems in setting up enterprises because of lack of training. This is also in line with the studies done by EU, which indicates that about 34.5% of women reported to have had the skills and knowledge to start the enterprise during the period 2014-18 relative to about half of men. These revealed that two third of women do not have skills to successfully start the enterprise, which indicates that, if a policy is implemented the area can have a positive impact on the households and the community at large with the improvement of entrepreneurs. Currently, a great deal of momentum behind the inclusion of entrepreneurship in

formal school curriculum at all levels in the EU (OECD/EU) is forthcoming.

The quality of entrepreneurship education varies in many countries, especially in developed countries. In the sector of higher education, the quality of entrepreneurship training and start-up support varies greatly across countries (OECD European Commission, 2021). Similarly, entrepreneurship education at lower levels is also uneven in terms of availability and quality. There is, however, a scope for policy makers to improve entrepreneurship training programmes outside education and increase the use of coaching and mentoring of women’s self-employment and entrepreneurship activities (OECD European Commission, 2021).

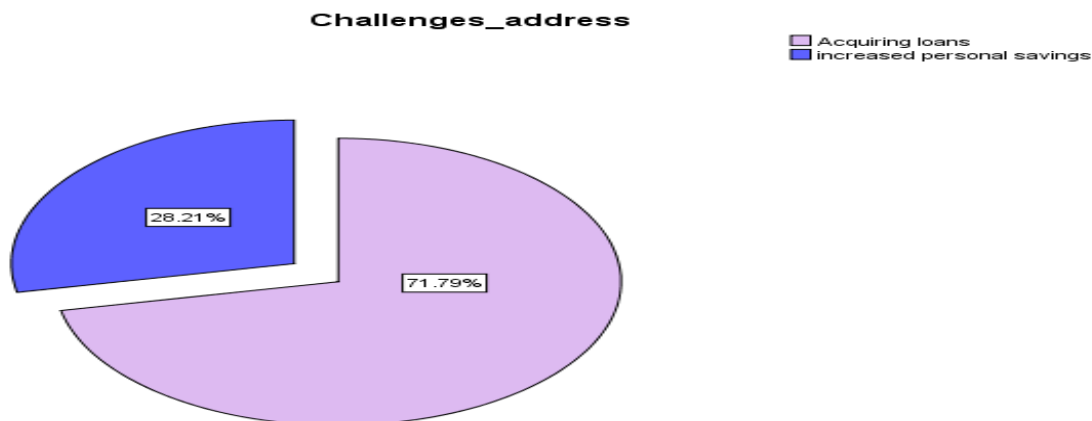
The respondents were to give reasons for challenges cited. Findings indicate that lack of funds with 89% of the respondents and 10.1% cited the production of similar

goods. These findings clearly indicated that most women enterprises have little funding for sustainability of the enterprise. Not only that, but most of the women entrepreneurs also feel that businesswomen are lagging behind in networking hindering exchange information, seek advice and discuss issues concerning enterprises. According to the studies done in Oman (2003), most of the women have never obtained business loans from the bank. Prominent financial bank experts in Oman indicated that they have never issued bank loans to women; they indicated that probably, it is because their businesses are small and so most of them use personal loans. They also indicated that they have never seen women come with the proposals. In most cases, they only see women who belong

to the families of established businessmen come with proposals. Studies indicate that in Oman women are in business and in most cases, assist their brothers, husbands, fathers and other relatives who own the business, meaning that actual running of the business is carried out by women (McElwee, & Riyami, 2003).

4.1.5. Solutions to the Challenges Faced by Women-owned Enterprises

The respondents were asked to give their responses to address their challenges. The result are summarised in figure 2.



Source: (Researcher, 2022)

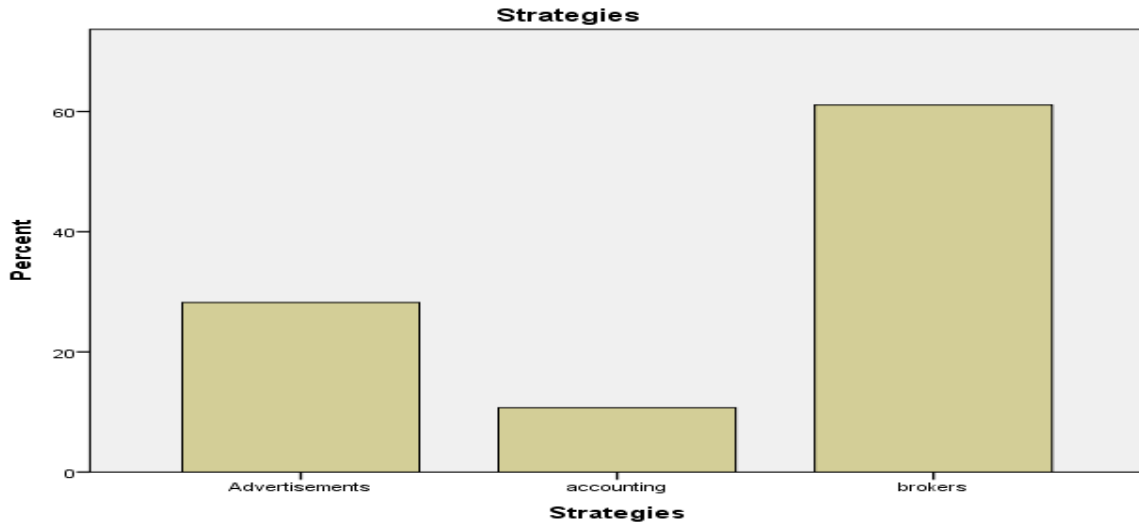
Figure 2: Solutions to the Challenges Faced in the Enterprise

Figure 2 indicates that 71.79% of the respondents sought for loans to manage the challenges they face during setting up of the enterprise. 17.5 % of the respondents managed to set up the enterprise using the savings that they accumulated, to navigate through the enterprise start up. Majority of the respondents 71.79% who seek for loans to manage the challenges faced in the start-up of the enterprise of which, they can't get enough finances to support the enterprise. This is precipitated by the fact that most women are not supported by their spouses with collaterals to secure loans for enterprise development and scale up. According to Sara (2015), implementing the

managerial skills is critical for success in entrepreneurs and reiterated the importance of circumstance and the interrelatedness between the key factors (Sara Carter et al, 2015).

4.1.6 Strategies Employed in Marketing Products from the Enterprise

Figure 3 below presents the findings on strategies employed by women enterprises in marketing their products.



Source: (Researcher, 2022)

Figure 3: Strategies Employed in Marketing the Products

Findings in figure 3 indicates that 61.1% of the respondents use brokers as a form of marketing of their products while 28.2 percent advertise their products and 10.7% used accounting as mode of marketing the products. The findings indicate that majority of the respondents use brokers for their market products. This shows that they cannot be able to gain fully, since they share the profits with the brokers.

The respondents were also asked if they have ever attendant the refresher course. The findings revealed that almost all the respondents have never attended the

refresher course. The finding indicates that there is lack of training among the respondents, which is a sign of poor management in finances and practice in enterprise.

4.1.7 Challenges Organizations Faced When Supporting Women Enterprises

The respondents were asked to give the challenges faced by the organizations or individuals supporting women enterprises. The results are summarised in the table 4 below.

Table 4. Challenges Organizations Faced When Supporting Women Enterprises

Challenges	Frequency	Percent
Lack of Funds	116	41.4
Political Interference	119	42.5
Poor Management	14	5.0
Gender Discrimination	31	11.1
Total	280	100.0

Source: (Researcher, 2022)

Table 4 shows that majority of the respondents, reported political interference with 42.5% respondents as one of the major challenges affecting those organizations helping women entrepreneurs followed by 41.4% respondents indicating that, the helping organizations/individuals have insufficient funds to support women enterprises. They also cited that, the organizations with funds have no interest with women’s activities.

4.1.7 Effectiveness of the Operations of Women-owned Enterprises

The respondents were asked to rate their views on gender barriers for sustainability of women owned enterprises in Nyamira Sub-County. A set of questions were asked and respondents rated the answers. Respondents rated effectiveness of human resource management capacity, fundraising/financial accessibility, adoption of new technology capacity, generation of business expansion ideas and market networking capacity. Findings revealed

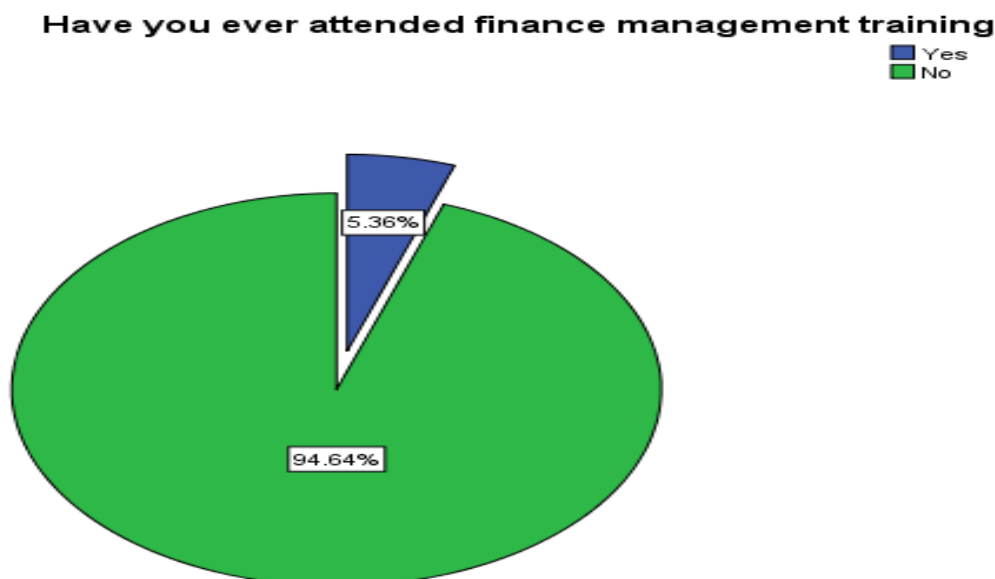
that, majority of the respondents show significant responses in adaption of new technology capacity at the rate of very effective with 85% of respondents. Human resource management capacity, generation of business expansion ideas and market networking capacity were rated very effective at the same level with 70.7% respondents. While fundraising/financial accessibility was rated at 56.4%. This is an indication that majority of the respondents view adaption of new technology to be effective in improvement of women operations in the enterprise. Most especially when combined with the household responsibilities, it becomes tedious without technology. Notwithstanding, the respondents are also in agreement that there is need for them to enhance capacity through human resource management, adoption of new technology, generation of business expansion ideas and market networking capacity for effectiveness of the operations of their enterprise. Heuer (2017) asserts that networking is particularly important during bad times when the operations of the business are poor including the issues with liquidity and reduced sales revenues.

4.1.9 Financial Management Training

The respondents were asked if they had ever attended financial management training. The results are summarised from figure 5. Finding in figure 5 indicates that, the majority of the respondents 94.64% have never attended any financial management training while 5.36% respondents have attended the training. This shows that

most of the women entrepreneurs in Nyamira have not attended any management training resulting in slow progress of women entrepreneurship. While skills and other entrepreneurial capabilities have been identified as an important building block for the creation of viable small and medium businesses, access to educational and business related experiences is a significant barrier facing management of enterprises. Evidence from the United States suggests that the possession of higher level qualifications is associated with the higher presence of recent African American graduates in ‘emerging’ business lines including new business sectors like: media, information technology (IT) and engineering have registered improvements in the business sector(Carter et al. 2015).

It is widely accepted that microenterprise development programmes are recognized to have a major role in increasing enterprise performance and entrepreneurial competencies. These programmes are specially designed to help micro entrepreneurs better execute entrepreneurial tasks. The findings from the study revealed that training programmes have positive and significant effects on opportunity recognition competency, organizing competency, and relationship competency among micro entrepreneurs in Malaysia. This indicated that, training programmes and initiatives of concerned entities may enhance the ability amongst micro-entrepreneurs to recognize, identify, assess and seek market opportunities along with their ability to plan, organize, lead, motivate and delegate resources.



Source: (Researcher, 2022)

Figure 5. Finance Management Training

4.1.10. Training Needs to Improve the Women Enterprise

The respondents were asked to give their training needs to improve the enterprises. Table .5 summarises the result of training needs of the respondents to improve their enterprises. Findings show that majority of the respondents 64.6% need resource management, 13.2% need to learn more about business ideas, 8.9% need to improve profit, and 5.7% need resource mobilization, 5.4% risk management and 2.1% leadership quality. The respondents cited that for them to improve on their enterprises, it is important to undergo training for better performance. The key informants cited that for women entrepreneurs to run a

sustainable enterprise, they must undergo training depending on the various needs. This is in line with studies done in Pakistan, which reveals that there is limited knowledge on resource management that affects investment behaviour among women entrepreneurs. The result from the study in Pakistan indicates that, training programmes have positive effects on the recognition for competency because it enhances the ability of micro-entrepreneurs to recognise market opportunity along with the ability to plan, organised, delegate, motivate and lead the entrepreneurs to resources as well as their capacity to interact both one established networks and a group of bosses (Baig, Hussain, David & Kavaliauskiene, 2021).

Table 5: Training Needs to Improve Women Enterprise

Training Needs	Frequency	Percent
Learn more business Ideas	37	13.2
resource management	181	64.6
improve profits	25	8.9
resource mobilization	16	5.7
risk management	15	5.4
leadership quality	6	2.1
Total	280	100.0

Source: (Researcher, 2022)

5. Conclusion and Recommendations

5.1 Conclusion

The study concludes that, the majority 82.5% respondents have not received any entrepreneurial training. This, Indicates that, respondents do not have skills to manage their enterprises. The study also reveals that 80% of the respondents have not attended any training on management of the enterprises. The study indicates that, most of the respondents preferred management skills to enable them handle finances with ease. Key informants also indicated that for sustainability and development to occur, women entrepreneurs must have training in management skill. Findings also indicate that most of the entrepreneurs' experience challenges which was attributed to lack of skills and knowledge in the management of the enterprises. This is an indication that Self-employed engaging in a variety of low value-added activities may not gain the knowledge, skills and capabilities necessary to steer the enterprises success for social wellbeing of the households in Nyamira South Sub-County.

5.2 Recommendations

The study recommends that, the government to provide opportunities and facilitates women entrepreneur's

trainings. These will enhance women entrepreneurs with knowledge and skills on management of financial resources for sustainability of their social enterprises. The government should also facilitate training on the management, on the strategies for marketing products of the enterprises, on the awareness of challenges expected during enterprise development and micro finance bank credits and its influences on the enterprise and any other training needs to improve the enterprise.

References

- Amuchie A. A. & Asotibe, N. P. (2015). Stimulating women potentials through entrepreneurship for national development in Nigeria. *Journal of Poverty, Investment and Development*, 16(8), 89-94. doi:10.9790/487x-16810712
- El Ebrashi, R. (2013). How social entrepreneurship can be useful in long-term recovery Following Disasters. *Journal of humanitarian logistics and supply chain management*, vol. 7. issn: 2042-6747.

- El Ebrashi, R. (2013), "Social entrepreneurship theory and sustainable social impact", *Social Responsibility Journal*, (9)2-188-209.
- Globa Entrepreneurial Monitor (2018). *Women's entrepreneurship report*. Retrieved from <https://www.gemconsortium.org/report/49860>
- Hossain, A., Naser, K., Zaman, A., & Nuseibeh, R. (2009). Factors influencing women business Development in the developing countries: Evidence from Bangladesh. *International journal of organizational analysis*.
- Hussain, J., Mahmood, S., & Scott, J. (2019). Gender, microcredit and poverty alleviation in a developing country: The case of women entrepreneurs in Pakistan. *Journal of International Development*, 31(3).
- Dees, J. G., (2012). A Tale of Two Cultures: Charity, Problem Solving, and the Future of Social Entrepreneurship. J. Gregory Dees. *Journal of Business Ethics volume*.
- Kenya National Bureau of Statistics. (2019). Kenya National Bureau of Statistics. Kenya Population and Housing Census 2019.
- Mori, N. (2016). Access to business development support services and performance of youth-owned enterprises in Tanzania.
- Mugenda, A & Mugenda, O., (2013). *Research Methods: Quantitative and Qualitative Approaches*. Nairobi: ACTS Press.
- Marc-Andre, R & David W. (2006) A survey of micro-enterprise in urban West Africa: Drivers shaping the sector, *Development in Practice*, 16:5, 452-464, DOI
- Nyamira County Government. (2018), Annual Development Plan, 2019/2020). Series ADP; 2019/2020. <http://repository.kippra.or.ke/handle/123456789/3213>
- Nxumalo, N.N., & Kaseeram, I. (2017).The Survival of Female owned Micro Enterprises in the UM Khanyakude District. *Alternation Journal*, (20), 55-82.
- National Bureau of Statistics, (2018). Statistical report on women and men in Nigeria. Retrieved From [https://nigerianstat.gov.ng/elibrary?queries\[search\]=statisticalreport on women and men](https://nigerianstat.gov.ng/elibrary?queries[search]=statisticalreport on women and men).
- Ripsas, S. (1998). Towards an Interdisciplinary Theory of Entrepreneurship. *Small Business Economics*, 10(2).
- Saucier, A.S. & Fadeyibi, I. O. (2017). Women Entrepreneurship and Sustainable Economic Development: Evidence from South Western Nigeria .*Journal of Entrepreneurship, Business and Economics*, 5(2), 19-46.
- UNECE. (2016). How Women Entrepreneurs Lead and why they manage that way. Gender in Management. *An International Journal*, 26(3), 220-233.
- Williams, O. F. (2014). *Sustainable development: The UN millennium development goals, the UN Global compact, and the common good*. University of Notre Dame Press. ISBN 978026809672.
- World Bank Group, (2019). *Profiting from parity: Unlocking the potential of women's business in Africa*. Retrieved from. <https://openknowledge.worldbank.org/handle/10986/31421>