DETERMINANTS OF GROWTH IN WOMEN BASED MICRO ENTERPRISES FUNDED BY WOMEN ENTERPRISE FUND IN NAIROBI CITY COUNTY, KENYA

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ABSTRACT
Entrepreneurs play an important role to spur the economic development for every nation. In spite of the success stories recorded on the increase of women entrepreneurship in developing countries, women based micro enterprises continue to record poor performance compared to male owned SMEs. In Kenya, despite considerable Government support, most women-owned enterprises start at the micro-level and do not grow beyond five employees, if they grow at all and very few fall into the small and medium-sized categories – the larger the firm size, the fewer women entrepreneurs one will find. The main aim of this study was to assess the determinants of growth in women based microenterprises funded by the Women Enterprise Fund, a case of Nairobi City County. The specific objectives of the study included to assess the effect of entrepreneurial group savings on the growth of women based microenterprises funded by WEF, to establish the effect of government policy on the growth of women based microenterprises funded by WEF, to determine the extent to which entrepreneurial partnerships affect growth of women microenterprises funded by WEF and to explore the effect of entrepreneurial experience sharing on the growth of women based microenterprises funded by WEF. The study adopted a descriptive research design. From a population of 1583 women micro enterprises funded by Women Enterprise Fund, the study used a sample of 309 women enterprises that have benefitted from loans from the Women Enterprise Fund. Primary data was obtained with the use of semi-structured questionnaires while the secondary data was obtained from desk search techniques. A pilot study was performed to ascertain the validity while the Cronbach alpha was used to test the reliability of the research instrument. Data was analyzed using multiple regression model and content analysis was adopted to analyse the qualitative data while the quantitative data was analysed using descriptive statistics. Entrepreneurial group savings affected growth of women based microenterprises funded by Women Enterprise Fund to a large extent. The study findings established that there is a significant positive relationship between, the determinants notably entrepreneurial group savings, government policy, entrepreneurial partnerships and entrepreneurial experience sharing and growth of women based microenterprises funded by the Women Enterprise Fund. The study concludes that group saving, entrepreneurial partnerships, experiences and Government policies are important in the growth of and expansion of women micro enterprises, and therefore there is need to address the challenges facing these enterprises. The study recommends a winning combination of integrating either vocational or entrepreneurship trainings with savings groups within financial inclusion programs since the majority of women plan to use their savings to start a business or economic activity.
INTRODUCTION

Background of the Study

Entrepreneurs play an important role to spur the economic development for every nation. This implies that the country relies essentially on its entrepreneurs and small businesses (Hernández, Camarero & Gutiérrez, 2016). In spite of the success stories recorded on the increase of women entrepreneurship in developing countries, the literature on women entrepreneurship in Africa literally depict women owned micro enterprises as being under financed and thus continue to record poor performance compared to male owned SMEs (Neneh, 2017). The presence of women around the world driving entrepreneurial organizations has had a tremendous impact on employment and on business environments worldwide (Kounouwewa & Chao, 2011). Past research establishes barriers or constraints that women might have in establishing and growing their enterprises which can encompass such things as technology, market, and information (Ostrowski, Silus, Hossfeld & Taormina, 2015). Faced by these challenges the women come together and form informal groups and marshal resources for business growth. If these barriers are not addressed, African countries will be unable to benefit from the potentially significant contributions of women and their enterprises to economic growth, and to meet targets set out in the UN Millennium Development Goals (MDGs) (World Bank, 2010).

Women in Kenya are exposed to some form of harassment and experience social and economic discrimination, because of the patriarchal nature of the Kenyan society that rates women below the male gender (Njenga & Kieyah, 2013). Even the constitution acknowledges that women are not at par with their male counterparts and therefore special provisions have been provided for gender mainstreaming (RoK, 2015). According to the Kenya National Micro and Small Enterprise baseline survey (1999) of all the small scale enterprises in Kenya, 47.75% were owned by women, yet the focus on women entrepreneurship has been continuously blurred by the variety of activities undertaken by women in developing countries as well as the sheer number of obstacles they face. The determinants of women based entrepreneurial growth include factors such as entrepreneurial group savings, government policy, entrepreneurial partnerships and sharing of entrepreneurial experience (Taylor, 2016).

Growth of Women Based Micro Enterprises

Many women support themselves and their families through the income they receive from their entrepreneurial activities, making supporting women’s entrepreneurship important to family well-being (Noor & Mahudin, 2016). Women’s entrepreneurship thus makes an important contribution to the economy and thus to development. Other rationales for supporting women’s entrepreneurship involve efficiency and empowerment arguments. Women can gain confidence, self-esteem, decision-making experience and a greater sense of control over their lives in social and economic spheres through starting and managing a business. This can benefit both women and their families (Hanmer & Statham, 2011). Many women entrepreneurs are operating in more difficult conditions than men entrepreneurs (Bullough, 2013). The constraints that impede all
entrepreneurs such as political instability, poor infrastructure, high production costs, and non-conducive business environment, tend to impact more on businesswomen than businessmen (Stevenson & St-Onge 2015).

Statement of the Problem

According to data from the Republic of Kenya (2015), very few of the women owned micro enterprises fall into the small and medium-sized categories. Most women-owned enterprises start at the micro-level and do not grow beyond five employees, if they grow at all (RoK, 2015). This is true for the entrepreneurial ventures in general, but is even more evident among women-owned enterprises – the larger the enterprise, the fewer women one will find (Marcucci, 2012). According to the Association of Microfinance Institution (AMFI), just over 10 percent of the estimated 1.3 million women enterprises in Kenya have access to formal loans from microfinance institutions (AMFI, 2013).

Despite considerable government support and assistance, many women micro enterprises’ performance is below expectation and some have remained in the micro level and others indeed fail to progress to the growth phase of the organizational life cycle while others collapse with their failure rate remaining high (World Bank, 2014). Faced by these challenges the women come together to form informal groups and use these synergies to marshal resources for business growth (Gupta, 2013). It is against this background that the study seeks to explore into the effects of entrepreneurial group savings, Government policies, formation of entrepreneurial partnerships and entrepreneurial experience sharing on the growth of women micro enterprises.

Specific Objectives

i. To assess the effect of entrepreneurial group savings on growth of women based microenterprises funded by Women Enterprise Fund in Nairobi City County

ii. To establish the effect of government policy on growth of women based microenterprises funded by Women Enterprise Fund in Nairobi City County

iii. To determine the extent to which entrepreneurial partnerships affect growth of women based microenterprises funded by Women Enterprise Fund in Nairobi City County

iv. To assess the effect of entrepreneurial experience sharing on growth of women based microenterprises funded by Women Enterprise Fund in Nairobi City County

LITERATURE REVIEW

The Business Theory

The Business Theory as cited by Fournier and Grey (2000) explains that there are business management skills that each entrepreneur must possess before ultimate success is achieved. Some of these skills include management, production, marketing, financial management, risk management, human resource management, corporate communication and industrial relations.
skills. Tambunan (2014) further argues that most of the women entrepreneurs in developing countries lack some of these personal attributes that can make their enterprises to be successful.

Given this fact, women micro enterprises are most likely to operate with low investment capital, limited market opportunities and low profits (World Bank, 2014). Ojera, Simeyo, Lumumba, Nyabwanga and Odondo (2011); Stevenson and St-Onge (2005) puts it right in their argument that due to inability to own resources such as land, low education levels and lack of business management skills, only three out of five enterprises are able to establish themselves three years after their inception.

**Institutional Theory**

Institutional theory is a theory on the deeper and more resilient aspects of social structure. It considers the processes by which structures, including schemes, rules, norms, and routines, become established as authoritative guidelines for social behavior (Basov, 2016). According to Buchanan (2018), institutional theory is a widely accepted theoretical posture that emphasizes legitimacy. According to Kraft and Furlong (2007), Institutional Theory is policy-making that emphasizes the formal and legal aspects of government structures. Institutional theory provides a broader view of the impacts of different institutional factors, such as norms, regulations, and culture on the society, and also stresses the vital role that the government plays in a society in terms of setting out the rules and procedures to regulate the market, organizations, and individuals (Lounsbury, 2008). Institutional theory has mostly been used by scholars to study SME growth in countries in the transitional context. The key findings of these studies are that the characteristics of institutional factors in countries that are in a transitional period are different from developed countries in the roles informal institutions play in entrepreneurship growth and development (Sheng, Zhou, & Li, 2011; Smallbone, Welter, Voytovich & Egorov, 2010; Xheneti & Smallbone, 2008).

**Social Networking Theory**

Social Network Theory is the study of how people, organizations or groups interact with others inside their network (López, 2012). Social network theory is one of the few if perhaps the only theory in social science that is not reductionist. Social network theory can be readily applied in theoretical research and qualitative empirical studies (Weber, Kroeger & Lambrich, 2013). The theory applies to a variety of levels of analysis from small groups to entire global systems - the concepts apply to all levels of networks. To be sure, there are emergent properties at different system levels, but these are extensions of what can be done at a lower level and not entirely different forms of organization (Westaby, 2014). Social network theory views social relationships in terms of nodes and ties. Nodes are the individual actors within the networks, and ties are the relationships between the actors. There can be many kinds of ties between the nodes (Tang, 2017). In its most simple form, a social network is a map of all of the relevant ties between the nodes.
being studied. The network can also be used to determine the social capital of individual actors (Fishman, 2014).

**Social Cognitive Career Theory (SCCT)**

Social Cognitive Career Theory (SCCT) by Lent, Brown & Hackett (1994) provides a framework to understand the processes through which individuals form interests and make choices in relation to occupational pursuits (Lent, Brown & Hackett, 1994). SCCT focuses on an individual’s personal background and learning experiences as influencing factors on career choice behavior (Thompson, Dahling, Kithinji & Hsu, 2011). This research considers the influence of both entrepreneurship education and previous entrepreneurial experience as exogenous factors that may shape an individual’s cognitive process of self-employment intention. Heilbrunn, Itzkovitch and Weinberg (2017) pointed out that experience influences the entrepreneur’s intention, and that there is also a direct relationship between entrepreneur’s experience on perceived feasibility and perceived desirability; feasibility and desirability existing in the environment that influences the entrepreneur’s experience, so perceived feasibility and perceived desirability partially serve as key elements in forming entrepreneurial experiences and entrepreneurial intentions. Krueger et al (2010) observed that entrepreneurs’ experiences directly influence the entrepreneur’s intention to start a new venture.

**Conceptual Framework**

According to the Association of Chartered Certified Accountants (2011), a conceptual framework considers the conceptual issues surrounding research work and form a coherent and consistent foundation that underpins the development and identification of existing variables. This study sought to assess the determinants of growth in women based microenterprises funded by the Women Enterprise Fund. The independent variables in this study included entrepreneurial group savings, government policy, entrepreneurial partnerships and entrepreneurial experience sharing. This study therefore established the influence of the independent variables on the dependent variable - growth of women owned micro enterprises funded by WEF.
Empirical Review

Entrepreneurial Group Savings

- Investments of pooled savings
- Loan repayment
- Interest earnings

Government Policy

- Tax incentives
- Licensing & Permits
- Business regulations

Entrepreneurial partnerships

- SME support programs
- Training for women entrepreneurship
- Network for women entrepreneurship

Entrepreneurial Experience Sharing

- Dynamic capabilities
- Ability to adapt changing circumstances
- Capacity to continually learn and acquire knowledge

Growth of women micro enterprises

- Number of products
- Number of employees
- Number of branches

Entrepreneurial Group Savings

Jagongo (2012) examined internal factors that affect savings mobilization for growth of women owned MSEs using an empirical review of women entrepreneurs who had received assistance from the WEDCO project in Kisumu and Kakamega districts in Kenya. Many women owned MSEs have received financial and other assistance from various donors to start their business, but their inability to reduce reliance on external sources to grow had remained unexplained. The study hypothesized that the main constraints to savings mobilization for growth of women owned MSEs arose from internal and the characteristics of the woman entrepreneurs. Data was analyzed through correlation analysis, chi-square tests, ANOVA, and means. The major findings of the study were that the number of dependents; education level; cultural and religious attachments; endowed management skills; age and marital status had a significant relationship with the savings propensity amongst the women entrepreneurs.

Government Policy

Wanjohi and Mugure (2008) assessed the factors affecting the growth of MSEs in rural areas of Kenya and found that regulations such that of the occupation, health and safety requirements, is not clear and authorities use subjectively to harass entrepreneurs in order to solicit for bribes. Taxation also ranks high as a source of regulatory cost and is not an incentive for small businesses. Small enterprises sometimes find it easier to operate outside the law because of the cost and
complex regulations are unsuitable for their operations. Compliance for such regulations is costly and beyond their ability. Some of the small business operators prefer operating outside the formal system because it is easy for them to understand and operate

**Entrepreneurial Partnerships**

A study by the OECD (2014) in Turkey observed that women entrepreneur partnerships are major sources of knowledge about women’s entrepreneurship and they are increasingly recognised as a valuable tool for its development and promotion. Policy makers must foster associations and encourage co-operation and partnerships among national and international networks and facilitate entrepreneurial endeavours by women in the economy. These partnerships provide a platform for women to meet entrepreneurs (both women and men) and to learn and gain knowledge about becoming and being an entrepreneur (OECD, 2014).

**Entrepreneurial Experience Sharing**

Wube (2010) assessed the factors that affect the growth of women entrepreneurs in MSEs in Ethiopia by addressing the characteristics of women entrepreneurs in MSEs and their enterprises and the support they acquire from TIVET colleges/institutes. The characteristics of women entrepreneurs and their enterprises, factors that affect the performance of women entrepreneurs in MSEs and support MSEs acquire from TIVETs were used as the study variables. Data was analyzed using simple statistical techniques (tables and percentages) and descriptive statistics (mean and standard deviations). The results of the study indicated that the personal characteristics of women entrepreneurs in MSEs and their enterprise affect their growth. It also shows that lack of own premises (land), financial access, stiff competition, inadequate access to training, access to technology and access to raw materials were the key economic factors that affect the performance of women entrepreneurs in MSEs. Based on the major findings, recommendations were forwarded to existing and potential entrepreneurs, MSEs, Micro finances and TIVET educators (Wube, 2010).

**RESEARCH METHODOLOGY**

**Research Design**

This study adopted a descriptive research design. The research design was chosen because it measures both quantitative and qualitative data with the aim of assessing the determinants of growth (independent variables) in women based microenterprises funded by women enterprise fund (dependent variables).

**Target Population**

The target population for this study comprised of all the registered women micro enterprises within Nairobi County that had been funded by the Women Enterprise Fund. According to the statistics
available from the Women Enterprise Fund, there were 1583 women owned enterprises that had been funded by the Women Enterprise Fund operating within Nairobi City County.

Sample and Sampling Technique

Determining the exact sample size necessary for a study usually requires extensive statistical calculations. However, a reasonable sample size acceptable in most studies utilizes the calculated margin of error. An estimation of margin of error at 95% confidence level is where there is only a 5% chance that the sample results differ from the true population. Using Kothari (2004) formulae for determination of sample size, it is calculated as follows:

\[
n = \frac{z^2 \cdot p \cdot q \cdot N}{e^2(N - 1) + z^2 \cdot p \cdot q}
\]

Where:
- \( n \) = sample size
- \( N \) is the total population
- \( e^2 \) = acceptable error (the precision level at 0.05)
- \( p \) = the proportion in the target population that assumes the characteristics being sought. In this study, a = 50:50 basis is assumed which is a probability of 50 percent (0.5).
- \( q \) = The balance from \( p \) to add up to 100 percent. That is 1 - \( p \) (1 - 0.5), which in this case is 100 - 50 percent (0.5)
- \( z^2 \) = number of standard deviation units of the sampling distribution corresponding to the desired confidence level of 95 percent which is 1.96.

At 95% confidence level and a 5% level of significance, the sample size (\( n \)) was found to be 309 women micro enterprises which had benefitted from loans from women enterprise fund.

RESEARCH FINDINGS AND DISCUSSION

Data Collection

The study used primary data collected using questionnaires where the researcher employed snowball sampling technique. The questionnaires were administered individually by the researcher to all respondents. Care and control was exercised to ensure that most of the questionnaires issued to the respondents are received. To achieve this, a register of questionnaires was maintained showing those that were issued against those received. The questionnaire was administered using a drop and pick later method to the sampled respondents. Primary data was collected using questionnaires. The questionnaires included closed and open-ended questions.

Pilot Test
A pilot test was conducted to detect weakness in design and instrumentation and to provide proxy data for selection of a probability sample. Seixas and Lima (2011) asserted that, the accuracy of data to be collected largely depends on the data collection instruments in terms of validity and reliability. According to Ghosh and Dewanji (2017), extant literature suggests that a pilot study sample should be 10% of the sample projected for the larger parent study. However, this study used 3 percent of the sample size of 309 as the rule of the thumb for the pilot test which was 9.

Data Processing and Analysis

Quantitative data in this research was analyzed by descriptive statistics using Statistical Package for Social Sciences (SPSS) version 22. Descriptive statistics included measures of central tendencies such as mean, frequency, standard deviation and percentages to profile sample characteristics and major patterns emerging from the data. Content analysis was used in processing of qualitative data and results were presented in prose form. A multivariate regression model was applied to determine the relative importance of each of the four variables with respect to growth of women micro enterprises funded by Women Enterprise Fund. The regression model was as follows:

\[ Y = \beta_0 + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + \beta_4X_4 + \varepsilon \]

Response Rate

To establish the actual number of the respondents who submitted back the questionnaires for data analysis, analysis of the response rate was conducted. The response rate was 60% of the total sample size and the non-response was 40%. The response of 60% facilitated towards gathering sufficient data that was generalized to reflect the opinions of respondents on the determinants of growth in women micro enterprises funded by Women Enterprise Fund.

Pilot Test Results

Validity

To establish the validity of the data collection instrument, the research instruments were administered to 9 women owned enterprises in Nairobi County that had already benefitted from the WEF loans. The coefficient of the data gathered from the pilot study was computed with assistance of Statistical Package for Social Sciences (SPSS). A context of validity coefficient index of above 0.75 was obtained and this implied that the questionnaire was a valid research instrument for the study.

Reliability Analysis

To measure the reliability of the data collection instrument, an internal consistency technique - Cronbach’s alpha was used. The data obtained from these respondents was analyzed using SPSS Cronbach's alpha and the results showed that the data was reliable since data obtained from all
The study further carried out regression analysis to establish the statistical significance relationship between the independent variables notably, (X₁) entrepreneurial group savings, (X₂) government policy, (X₃) entrepreneurial partnerships, (X₄) entrepreneurial experience sharing and dependent variable (Y) growth of women based microenterprises funded by the Women Enterprise Fund. The regression analysis results were presented using regression model summary table, Analysis of Variance (ANOVA) table and beta coefficients table.

From the findings of the study it shows that the regression model coefficient of determination (R²) is 0.901 and R is 0.949 at 0.05 significance level. This is an indication that the four independent variables notably; entrepreneurial group savings, government policy, entrepreneurial partnerships and entrepreneurial experience sharing were significant in contributing to growth of women based microenterprises funded by the Women Enterprise Fund. The coefficient of determination indicates that 94.9% of the variation on growth of women based microenterprises funded by the WEF is influenced by independent variables notably: entrepreneurial group savings, government policy, entrepreneurial partnerships and entrepreneurial experience sharing. This implies that there exists a strong positive relationship between independent variables and growth of women based microenterprises funded by the Women Enterprise Fund. The remaining 6.1% of the variation on growth of women based microenterprises funded by the Women Enterprise Fund can be explained by other variables not included in the model. This shows that the model has a good fit since the value is above 75%.

**Model Summary**

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.949ᵃ</td>
<td>.901</td>
<td>.943</td>
<td>6.17566</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant): Entrepreneurial group savings, Government policy, Entrepreneurial partnerships and Entrepreneurial experience sharing
b. Dependent variable: Growth of women micro enterprises funded by WEF

The study further used one-way Analysis of Variance (ANOVA) in order to test the significance of the overall regression model. Meyers, Gamst and Guarino (2014) posits that one-way Analysis of Variance helps in determining the significant relationship between the research variables. The results of ANOVA test reveal that all the independent variables notably; entrepreneurial group savings, government policy, entrepreneurial partnerships and entrepreneurial experience sharing have a significance effect on growth of women based microenterprises funded by the Women Enterprise Fund. Since the P value is actual 0.00 which is less than 5% level of significance. The
high value of F (84.351) with significant level of 0.00 is large enough to conclude that all the independent variables significantly affect growth of women based microenterprises funded by the Women Enterprise Fund.

**Analysis of Variance (ANOVA)**

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>Df</th>
<th>Mean Square</th>
<th>F</th>
<th>P-Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Regression</td>
<td>9.119</td>
<td>4</td>
<td>2.280</td>
<td>84.351</td>
</tr>
<tr>
<td></td>
<td>Residual</td>
<td>1.000</td>
<td>37</td>
<td>.027</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>10.119</td>
<td>185 (41)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), entrepreneurial group savings, government policy, entrepreneurial partnerships and entrepreneurial experience sharing

b. Dependent Variable: growth of women based microenterprises funded by the Women Enterprise Fund (Y)

The results of the test of beta coefficients which indicates that the significant relationship between independent variables notably; entrepreneurial group savings, government policy, entrepreneurial partnerships and entrepreneurial experience sharing and dependent variable growth of women based microenterprises funded by the Women Enterprise Fund. As presented in table 4.14, (X₁) entrepreneurial group savings of 0.898 was found to be positive at significant level of 0.001 and this indicates that entrepreneurial group savings has a positive influence on growth of women based microenterprises funded by the Women Enterprise Fund. (X₂) government policy with a coefficient of 0.544 was found to be positive at significant level of 0.004 and this indicates that government policy has a positive influence on growth of women based microenterprises funded by the Women Enterprise Fund. (X₃) entrepreneurial partnerships coefficient of 0.644 was found to be positive at significant level of 0.003 and this indicates that entrepreneurial partnerships has a positive influence on growth of women based microenterprises funded by the Women Enterprise Fund. Entrepreneurial experience sharing (X₄) coefficient of 0.787 was found to be positive at significant level of 0.002 and this indicates that entrepreneurial experience sharing has a positive influence on growth of women based microenterprises funded by the Women Enterprise Fund. This clearly demonstrates that all the independent variables significantly determine the growth of women based microenterprises funded by the Women Enterprise Fund but the relative importance of each independent variable was different. However, since the significance values were less than 0.005, all the coefficients were significant and thus the regression equation was;

\[ Y = 217 + 898X_1 + 544X_2 + 644X_3 + 787X_4 + e \]
Coefficients

<table>
<thead>
<tr>
<th>Coefficients</th>
<th>B- Coefficients</th>
<th>Std. Error</th>
<th>Sig F</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Constant)</td>
<td>0.217</td>
<td>.211</td>
<td>.005</td>
</tr>
<tr>
<td>Entrepreneurial group savings</td>
<td>0.898</td>
<td>.184</td>
<td>.001</td>
</tr>
<tr>
<td>Entrepreneurial experience sharing</td>
<td>0.787</td>
<td>.184</td>
<td>.002</td>
</tr>
<tr>
<td>Entrepreneurial partnerships</td>
<td>0.644</td>
<td>.170</td>
<td>.003</td>
</tr>
<tr>
<td>Government policy</td>
<td>0.544</td>
<td>.168</td>
<td>.004</td>
</tr>
</tbody>
</table>

a. Dependent Variable: growth of women based microenterprises funded by the Women Enterprise Fund (Y)

The regression model above has established that taking all the independent variables into account notably; entrepreneurial group savings, government policy, entrepreneurial partnerships and entrepreneurial experience sharing constant at zero determines growth of women based microenterprises funded by the Women Enterprise Fund (0.217). The results presented also shows that taking all other independent variables at zero, a unit increase in entrepreneurial group savings leads to a 0.898 increase in growth of women based microenterprises funded by the Women Enterprise Fund; a unit increase in government policy leads to 0.544 increase in growth of women based microenterprises funded by the Women Enterprise Fund; a unit increase in entrepreneurial partnerships leads to 0.644 increase in bank performance and a unit increase in entrepreneurial experience sharing leads to 0.787 increase in growth of women based microenterprises funded by the Women Enterprise Fund. Inferences can therefore be made that growth of women based microenterprises funded by the Women Enterprise Fund followed by entrepreneurial experience sharing, entrepreneurial partnerships and government policy determine growth of women based microenterprises funded by the Women Enterprise Fund.

CONCLUSIONS

The study generally concludes that group saving, entrepreneurial partnerships, experiences and government policies are important in the growth of and expansion of women micro enterprises. Therefore, to enhance growth and expansion of their enterprises, there is need to provide solutions to the challenges facing microenterprises through training women entrepreneurs on financial literacy, creating community awareness about gender balanced participation in business, networking with stakeholders and develop inclusive and women responsive policies by lending institutions.
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