

**FACTORS AFFECTING WOMEN EMPOWERMENT PROJECTS IN THE
COUNTY GOVERNMENTS OF KENYA: A CASE STUDY OF MURANG'A
COUNTY GOVERNMENT**

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DECLARATION

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DEDICATION

This research project is dedicated to my loving parents, Mr. and Mrs. Mugo Gatambia, lovely daughters, Akisha and Chani, as well as their loving father, Hon Ndindi Nyoro who always encouraged me and set the foundation for my studies. I also want to thank my siblings, Njeri and Alex, for their invaluable assistance in making the course progress.

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Every life's journey is worth celebrating especially with people we owe a lifetime appreciation for their indelible contribution to our course. This is the reason for my Gratitude to God for having given me the following people on whose selfless sacrifice, inspiration, availability and encouragement my noble dream to academic excellence is slowly budding into a situation that exists. I am appreciative to my supervisors who have not only been my lecturer but more so mentors and inspiration in this course. Their indomitable spirit to help make this dream a reality through their astute guidance in this proposal will always be cherished. Finally, I would like to express my gratitude to the Management University of Africa as a whole for providing a positive and supportive learning environment for me while I was a student. May God continue to bless you all.

ABSTRACT

Purpose of this study was to find out factors affecting women empowerment projects in the county governments in Kenya. The objectives of the study were to establish the effect of project planning, project monitoring, stakeholder participation and project management practices on women empowerment projects in the county governments in Kenya. The study would be of significance to management of Murang'a County Government and other researchers. Descriptive research design was used in this investigation. The target population was 60 employees in the project management department of the organization. The study will focus on project management department of the county government which was grouped into top management, middle management, and support staff. A sample size of 45 was taken that represents 75% of the target population. Both qualitative and quantitative methods were used to analyze the data. Tables and figures were used to display quantitative data, while descriptive notes were also used to present qualitative data. From the analysis 88% of the respondents agreed that project planning affects women empowerment projects while 12% of the respondents disagreed. From the analysis 92% of the respondents agreed that project monitoring affects women empowerment projects while 8% of the respondents disagreed. From the analysis 96% of the respondents agreed that stakeholder participation affects women empowerment projects while 4% of the respondents disagreed. From the analysis 92% of the respondents agreed that project management practices affects women empowerment projects while 8% of the respondents disagreed. The researcher recommends that well-structured project planning should be put in place so as to lead to more successful outcomes, providing a solid foundation for the implementation and sustainability of women empowerment projects. The study recommends that integrating thorough project monitoring practices is essential for the sustainability and effectiveness of women empowerment initiatives. It was recommended organization should provide it is evident that incorporating stakeholder participation into the planning and implementation of women empowerment projects is essential for achieving positive results. The researcher recommends that project managers ensures that projects are well-coordinated, resources are utilized efficiently, and objectives are met within the specified timelines. It involves setting clear goals, defining roles and responsibilities, managing risks, and regularly assessing progress.

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OPERATIONAL DEFINATION OF TERMS

Project Management	Planning, arranging, carrying out, and managing the tasks, resources, and actions required to complete certain project objectives within predefined constraints like time, money, and scope.
Project Monitoring	Monitoring a project entails methodically keeping tabs on its performance, results, and advancement in relation to preset objectives and standards.
Project Planning	Project planning involves defining goals, creating schedules, allocating resources, and establishing milestones to guide the execution of a project effectively, ensuring its successful completion within predetermined constraints and objectives.
Stakeholder	Stakeholders are individuals, groups, or organizations that have an interest or concern in a project's outcomes or activities.
Women Projects	Women projects are initiatives targeting women's empowerment and gender equality, spanning education, economic opportunities, healthcare, political participation, legal advocacy, technology access, and community development for sustainable impact.

LIST OF ABBREVIATIONS

GIS	Geographic Information Systems
HCT	Human Capital Theory
SDGs	Sustainable Development Goals

CHAPTER ONE

INTRODUCTION OF THE STUDY

1.0 Overview

This chapter gives an overview of the topics covered throughout the entire study, including the study's background, problem statement, objectives, research questions, significance, and summary.

1.1 Background of the Study

Luchner (2020), states that empowerment projects are initiatives designed to uplift individuals or communities by enhancing their abilities, confidence, and agency. These projects typically target marginalized or disenfranchised groups, aiming to provide them the tools they need to take charge of their life, make wise decisions, and alter their circumstances for the better. One key feature of empowerment projects is capacity building. They focus on equipping participants with the skills, knowledge, and capabilities needed for success. This may involve providing training, mentorship, and access to resources to develop specific skills or competencies relevant to the participants' goals and aspirations.

Ariya, Sempele, & Simaloi, (2020), argues that empowerment projects prioritize inclusivity and equity. They understand how crucial it is to represent and take into the various needs and viewpoints of people and communities account. This may involve promoting gender equality, social inclusion, and diversity in program design and implementation to ensure that all participants feel valued, respected, and supported. By embracing inclusivity and equity, empowerment projects create spaces where individuals can fully participate and contribute to their communities without fear of discrimination or marginalization.

Karuga & Jagongo, (2020), women empowerment projects stand as beacons of hope in the journey towards gender equality. These initiatives encompass a wide array of efforts intended to overcome the structural obstacles and difficulties that women encounter across different spheres of life. From education and healthcare to economic opportunities and political participation, these projects play a pivotal role in uplifting women and

fostering inclusive societies. Education serves as the cornerstone of women's empowerment allows them to reach their maximum potential and make significant contributions to society. Projects focusing on education aim to increase access to schooling for girls, provide scholarships, and implement programs to overcome barriers to education, such as cultural norms and economic constraints. By promoting girls' education, these initiatives not only empower individual women but also pave the way for generational change.

Mwangi (2020), asserts that empowering women economically is essential for their independence and agency. Skills training and entrepreneurship projects provide women the knowledge and abilities needed to be successful in a range of areas. These initiatives offer vocational training, mentorship programs, and access to financial resources, enabling women to start their own businesses and become self-reliant. By fostering entrepreneurship among women, these projects drive economic growth and reduce poverty levels in communities. According to Mwangi, (2021), access to healthcare is a fundamental human right, yet women often face unique challenges in accessing quality health services. Healthcare initiatives prioritize women's health by providing maternal care, reproductive health services, and awareness programs on gender-based violence. By providing for all of the health needs of women, these projects not only improve individual well-being but also contribute to healthier families and communities.

Maina (2020), states that despite progress, women remain underrepresented in decision-making processes and political institutions. Political participation projects seek to address this imbalance by promoting women's leadership and participation in politics. These initiatives provide training on political advocacy, campaign management, and leadership skills, empowering women to engage actively in governance and advocate for gender-sensitive policies. Women's empowerment depends on financial inclusion because it gives them the resources to invest in their enterprises. and secure their financial future. Microfinance and savings group projects offer women access to microloans, savings schemes, and financial literacy training. By promoting financial independence among women, these initiatives not only alleviate poverty but also enable women to make knowledgeable decisions regarding their finances and means of subsistence.

Margaret Muthoni (2023), argues that women often face legal barriers and discrimination that impede their access to justice and protection of their rights. Legal awareness and advocacy projects work to address these issues by raising awareness about women's rights, providing legal assistance to survivors of gender-based violence, and advocating for policy reforms. By strengthening legal frameworks and promoting accountability, these initiatives help establish an atmosphere that is supportive of women's empowerment. In the current digital era, having access to technology is crucial for social and economic empowerment. The goal of technology and digital literacy initiatives is to close the digital gender gap by giving women access to internet connectivity, digital skills training, and technology. By equipping women with digital literacy skills, these initiatives enable them to access information, participate in online platforms, and pursue opportunities in the digital economy (Karuga, & Jagongo, 2020).

Mwambi, Bijman, & Galie, (2021), indicates that women's empowerment is intricately linked to community development and social cohesion. Community development projects engage communities in promoting gender equality through awareness-raising campaigns, capacity-building activities, and dialogue sessions. By fostering a supportive community environment, these initiatives create spaces for women to voice their concerns, challenge gender norms, and drive positive social change. The media has a significant influence on how perceptions and attitudes towards gender roles and women's rights. Media and communications projects seek to challenge stereotypes and promote positive representations of women in the media. Through advocacy campaigns, storytelling initiatives, and media literacy programs, these projects amplify women's voices and narratives, contributing to a more inclusive and equitable media landscape (Carr, Balasubramanian, Atieno, & Onyango, 2020).

1.1.1 Project Planning On Women Empowerment Projects

Project planning for women empowerment initiatives involves defining clear objectives, target outcomes, and actionable steps to foster gender equality, economic independence, and skill development. Initial assessments of community needs guide the design of relevant programs, ensuring they address specific challenges women face. Resource allocation, timelines, and budget planning are essential for smooth execution. Engaging stakeholders, including local leaders and beneficiaries, in the planning phase ensures alignment with cultural contexts and builds community support, ultimately enhancing the impact and sustainability of the empowerment efforts.

1.1.2 Project Monitoring On Women Empowerment Projects

Project monitoring on women empowerment initiatives involves tracking and evaluating program activities to ensure they align with goals like economic independence, education, and leadership development. Key indicators include participation rates, income levels, skill acquisition, and policy impacts. Regular monitoring identifies challenges early, allowing timely adjustments for better outcomes. Data collection, community feedback, and transparent reporting are essential to measure progress accurately and maintain accountability. Ultimately, effective monitoring supports sustainable growth and positive changes in women's lives and communities.

1.1.3 Stakeholder Participation on Women Empowerment Projects

Stakeholder participation in women empowerment projects is essential for sustainable success. Stakeholders, including government agencies, NGOs, local communities, and private sectors, collaborate to provide resources, expertise, and support. Engaging beneficiaries, particularly women, in the planning and decision-making processes ensures the projects meet their needs and foster ownership. Regular feedback sessions and transparent communication help align goals and build trust. This collaborative approach not only strengthens the project's impact but also promotes a sense of shared responsibility, enhancing long-term empowerment and community resilience.

1.1.4 Project Management Practices on Women Empowerment Projects

Effective project management practices in women empowerment projects focus on strategic planning, resource allocation, and continuous assessment. Setting clear objectives related to economic empowerment, education, and leadership allows teams to measure progress accurately. Risk management ensures that potential challenges, like cultural resistance or financial constraints, are addressed early. Engaging local communities, particularly women, in project design fosters inclusivity and relevance. Regular reporting, stakeholder engagement, and adaptability in response to feedback are also crucial, ensuring projects remain responsive and maximize positive impacts on women's lives.

1.1.5 Murang'a County Government

Murang'a County Government, located in central Kenya, plays a pivotal role in promoting regional development, particularly in agriculture, infrastructure, and social services. Known for its fertile land, the county is a key producer of tea, coffee, and horticultural products, boosting both the local economy and livelihoods. The government supports initiatives in healthcare, education, and women empowerment, aiming to improve living standards and reduce poverty. By prioritizing infrastructure, it enhances accessibility and trade, fostering sustainable growth and resilience within Murang'a's communities.

1.2 Statement of the Problem

Women's empowerment is a fundamental pillar of sustainable development and gender equality. The need for effective women empowerment projects is undeniable, Women still encounter many obstacles in many facets of their lives. Past studies have outlined the multifaceted challenges that must be addressed in the implementation of a women empowerment project, underscoring the urgency of transformative initiatives. Gender disparities represent a pervasive problem, with women facing inequities in education, healthcare, employment opportunities, and decision-making roles. Economic empowerment is another key area of concern, as women often encounter barriers to entrepreneurship, job opportunities, and financial inclusion. Access to credit, skills

training, and support systems are crucial elements that are frequently lacking (Engida, 2021).

Education and skill development have also become fundamental drivers of empowerment, yet accessibility issues persist, particularly for marginalized communities. These limitations restrict women's opportunities for gainful employment and personal growth. Healthcare and reproductive rights are central components of women's empowerment, with challenges including maternal mortality, limited family planning options, and gender-based violence requiring comprehensive solutions. Public awareness and advocacy efforts are essential for garnering support for empowerment initiatives. The lack of widespread awareness and insufficient advocacy can impede project success, making it crucial to strengthen these aspects (Kapoor, 2019).

The implementation of women empowerment projects is beset by a myriad of challenges, including deeply ingrained gender disparities, economic obstacles, limitations in education and skill development, healthcare and reproductive rights issues, the persistence of social and cultural norms, shortcomings in the legal and policy framework, a lack of public awareness and advocacy, inadequate monitoring and evaluation, resource constraints, and the need for long-term sustainability. Addressing these challenges is pivotal in the pursuit of a more equitable society where Women can contribute and reach their full potential to social progress.

Few studies have also been conducted at Muranga County Government in relation to obstacles to implementing programs for women's empowerment in county governments. Some of the earlier research done in this situation did not offer any recommended tactics. in facilitating effective implementation of women empowerment projects in the county governments. Based on this context, the proposed study aims to identify gaps and opportunities for improvement by evaluating the current state of challenges facing the county governments as they implement women empowerment projects.

1.3 Objective of the Study

1.3.1 General Objective

The main objective of the study was to determine factors affecting women empowerment projects in the county governments of Kenya with reference to Murang'a County Government.

1.3.2 Specific Objectives

The following objectives will be used;

- i. To determine effectiveness of project planning on women empowerment projects in the county governments in Kenya governments in Kenya
- ii. To identify the effects of project monitoring on women empowerment projects in the county governments in Kenya governments in Kenya
- iii. To investigate effectiveness of stakeholder participation on women empowerment projects in the county governments in Kenya governments in Kenya
- iv. To find out the effect of project management practices on women empowerment projects in the county governments in Kenya governments in Kenya

1.4 Research Questions

The following research questions will be used;

- i. How does project planning affect women empowerment projects in the county governments in Kenya governments in Kenya?
- ii. To what extent does project monitoring affect women empowerment projects in the county governments in Kenya governments in Kenya?
- iii. To what extent does stakeholder participation affect women empowerment projects in the county governments in Kenya governments in Kenya?
- iv. What is the extent to which project management practices affect women empowerment projects in the county governments in Kenya governments in Kenya?

1.5 Justification of the Study

1.5.1 Management of Murang'a County Government

Women empowerment projects in Murang'a County hold significant importance for socioeconomic development and gender equality. These initiatives aim to enhance women's economic, healthcare, and educational opportunities, which promote their financial independence and ability to take on leadership roles. By providing skills training, microfinance support, and women's rights and representation in decision-making and community development. Additionally, they challenge traditional gender roles, promoting women's representation and rights in decision-making, thereby fostering inclusive and sustainable development in Murang'a County.

1.5.2 Other Researchers

Women empowerment projects in Murang'a County will offer valuable insights for researchers studying gender equality and development initiatives. These projects provide a rich source of data on the effectiveness of various strategies in promoting Women's representation and rights in decision-making, and community involvement. By examining the outcomes and challenges faced by these projects, researchers can identify best practices and areas for improvement, contributing to the broader understanding of gender empowerment efforts in similar contexts nationally and internationally. Additionally, studying these projects can inform policy recommendations and programmatic initiatives to promote women's rights and socioeconomic status in diverse settings beyond Murang'a County.

1.5.3 National Government of Kenya

Women empowerment projects in Murang'a County hold significant importance for the national government of Kenya. Firstly, they contribute to the government's initiatives to realize women's empowerment and gender equality as outlined in international agreements like the Sustainable Development Goals (SDGs) and national development agendas. These initiatives support women's access to leadership positions, economic opportunities, healthcare, and education, which is in line with national policies that advance gender equality and inclusive development.

1.6 Chapter Summary

The first section discusses the investigation's background, the issue's declaration, its goals, its exploration questions, its utility, its scope, its obstacles, and its association.

CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

A study of the literature is done on the conclusions reached by other researchers about the variables influencing women's empowerment initiatives in Kenyan county governments. This chapter includes a review of the study's critical literature as well as a synopsis, conceptual framework, and critical literature review. A review of literature based on project planning, project monitoring, stakeholder participation and project management practices.

2.1 Review of Theories

This study will be guided by the following theories: Human capital theory, the upper echelon theory and Resource Based View Theory.

2.1.1 Human Capital Theory

Nadezhina & Avduevskaia, (2021), states that human Capital Theory intersects significantly with women empowerment projects, as these initiatives aim to enhance women's human capital through education, training of skills, and resource availability. By investing in women's education and skill development, empowerment projects align closely with the principles of Human Capital Theory, recognizing women as valuable assets capable of contributing to economic growth and societal development. These projects often provide opportunities for women to acquire new skills, such as vocational training, entrepreneurship education, and financial literacy, thereby increasing their human capital and improving their employability.

Moreover, women empowerment projects address systemic barriers that hinder Women's economic and educational opportunities, aligning with the core tenets of Human Capital Theory. By promoting gender equality and dismantling discriminatory practices, these projects establish an atmosphere that encourages women to invest in their human capital and realize their full potential. Through initiatives such as microfinance programs, business incubation centers, and mentorship schemes, women empowerment projects

empower women to build their skills, expand their knowledge base, and enhance their earning potential.

Furthermore, women empowerment projects recognize the multiplier effect of investing in women's human capital on broader socio-economic outcomes. When women are empowered through education and skill development, they are better equipped to contribute to household income, improve family well-being, and drive economic growth in their communities. By harnessing the untapped potential of women as productive members of society, these projects align with the inclusive growth agenda promoted by Human Capital Theory, which emphasizes the importance of maximizing human potential to foster sustainable development.

In summary, women empowerment projects embody the principles of Human Capital Theory by investing in women's education, skills, and capabilities. By enhancing women's human capital, these projects contribute to sustainable development, social inclusion, and economic empowerment, aligning with the broader objectives of Human Capital Theory to maximize human potential for the collective benefit of society. Through their efforts to empower women as agents of change and progress, these projects embody the transformative potential of investing in human capital to spur constructive change and build a more just and prosperous future for everybody.

2.1.2 The Upper Echelon Theory

The Upper Echelon Theory, proposed by Donald Hambrick and Phyllis Mason, suggests that organizational outcomes are influenced by the characteristics and experiences of top executives, particularly their demographics, values, and experiences. In the context of women empowerment projects, the Upper Echelon Theory can provide insights into how the backgrounds and perspectives of project leaders impact the design, implementation, and results of programs designed to empower women. According to the Upper Echelon Theory, top executives, including project leaders, bring their unique backgrounds, values, and experiences to decision-making processes. In the case of women empowerment projects, the characteristics of project leaders, such as their gender, cultural background,

and personal experiences with gender inequality, can shape the priorities, strategies, and approaches adopted in project design and implementation.

For example, if a women empowerment project is led by a female executive who has personally experienced gender discrimination and inequality, she may prioritize initiatives aimed at addressing structural impediments to women's progress, like granting them access to economic, medical, and educational opportunities. Her experiences and perspectives may influence the project's focus on issues such as gender-based violence, reproductive health, and economic empowerment. Conversely, if a women empowerment project is led by a male executive who may not have direct experiences with gender inequality, his leadership style and priorities may differ. While he may still be committed to the project's objectives, his perspectives and priorities may be influenced by his understanding of gender dynamics and his beliefs about effective strategies for empowering women. Overall, the Upper Echelon Theory suggests that the characteristics and experiences of project leaders play a crucial role in shaping the direction and outcomes of women empowerment projects. By understanding the backgrounds and perspectives of project leaders, stakeholders can better anticipate the approaches and strategies adopted in project design and implementation, ultimately enhancing the effectiveness and impact of women empowerment initiatives..

2.1.3 Theory of Project Implementation

In the context of women's empowerment initiatives, the methodical methodology and framework utilized is referred to as the Theory of Project Implementation to execute initiatives aimed at empowering women. This theory encompasses various principles, strategies, and steps to effectively plan, execute, monitor, and evaluate projects focused on enhancing the status, rights, and opportunities of women. The first step in the process is to determine the unique needs and difficulties that women in the intended community or area face. For the purpose of understanding the institutional, cultural, and socioeconomic obstacles to women's empowerment, this entails obtaining information, conducting surveys, and speaking with local stakeholders. Based on the project's identified needs and objectives, specific, quantifiable goals are set. These objectives

should serve as a project's implementation road map and be clear, attainable, pertinent, and time-bound.

Tailored interventions and activities are made to deal with the identified needs and achieve the project goals. This may include capacity-building programs, vocational training, entrepreneurship development, education initiatives, advocacy campaigns, and legal support services, among others. Collaboration with diverse stakeholders, such as governmental bodies and nonprofits, community leaders, and women's groups, is essential for the success of women empowerment projects. Engaging stakeholders ensures buy-in, fosters partnerships, and facilitates resource mobilization. It is essential to incorporate gender views and concerns into every facet of project design, execution, and assessment. This involves ensuring equal participation, opportunities, and benefits for women and men throughout the project lifecycle. Securing adequate financial, human, and material resources is essential for implementing women empowerment projects effectively. This may involve fundraising, seeking grants and donations, leveraging government support, and engaging in corporate partnerships.

Continuous mechanisms for monitoring and evaluating are put in place to monitor changes, assess their impact, and identify areas that require improvement. This allows project managers to make informed decisions, adjust strategies as needed, and ensure accountability and transparency. Building sustainability into project interventions is critical for long-term impact and success. This may involve capacity-building initiatives, community mobilization efforts, strengthening local institutions, and encouraging women to take on leadership roles and participate in decision-making. Sharing best practices, lessons learned, and success stories from women empowerment projects is essential for informing policy debates, shaping public discourse, and advocating for gender equality and women's rights at local, national, and international levels. By applying the Theory of Project Implementation to women empowerment projects, organizations and stakeholders can effectively address gender disparities, encourage women's emancipation and make a sustainable development contribution and social justice.

2.0 Empirical Literature Review

2.2.1 Project Planning on Women Empowerment Projects

Project planning is a results-driven approach. Planning ahead and figuring out what, when, how, and who will do what to accomplish preset goals are its main aims. In the context of women empowerment initiatives, planning is a pervasive management role performed by all levels of the project hierarchy. The only differences are in the scope, level of detail, and effort involved. Planning, which uses the past as a guide, is the cornerstone of future actions. The purpose of this paper is to examine the project environment for planning, to consider the purpose of planning, to focus on the stages of project planning, to evaluate the elements of planning for the project, and to discuss the role of decision-making in regards to women empowerment projects in the county governments in Kenya (Avots, 2019).

Beckert (2010), argues that a project plan, also known as the project management plan, is the document that describes how the project will be executed, monitored, and controlled, and closed. By defining the objectives and scope of the work, this serves as a formal point of reference for the stakeholders, the project team, and the greater organization. It was produced as part of the project planning stage and is an assemblage of multiple documents. Although it contains both a schedule and a task list, it is more than that. At the start of the project, the project management plan is officially approved, and it is then gradually updated as the project progresses.

The critical project planning is the stage of project management that comes after initiation. A well-planned project reduces its entirety to a set of steps and guarantees that all resources will be available when needed. Following the identification of potential risks, mitigation plans are developed. Project constraints, including time, scope, and costs, are discussed during the project planning process. One can also track the team's performance and take the required actions to enhance it by comparing the real progress with the women empowerment projects in the Kenyan county governments' project plan. The environment and planning procedure are the primary concerns. Inductive problem solving is a step in the process. Initially, it concentrates on the closely related "what" and

"how.". What is to be accomplished is defined electrical installation projects objectives that must be developed at the beginning of the planning process (Boonstra, 2013).

Three essential elements make up an example of a project plan. enumerating each of these components to help direct the project management approach. A task management system divides a project into individual tasks. These are the smaller tasks that contribute to your project's overall goal. Establishing incremental goals facilitates the process of assessing progress and resolving obstacles, and determining these tasks is a crucial aspect of developing a project management strategy. The project plan is essential to any project's success. The project may be impacted by typical project management issues including scope creep, missed deadlines, and cost overruns. Even if it takes some time to create a project plan, the work will be worthwhile later on in the project's lifespan (Business Daily, 2013).

Many headaches can be avoided later on when a project plan is done well, as it lays out the procedures that all parties are expected to follow. For instance, if estimates are determined by subject matter experts using their judgment and are approved, then later on, nobody will be able to argue that they preferred to use a different estimating method. The plan for women's empowerment initiatives must contain sufficient details to ensure that everyone involved understands precisely which protocols and procedures must be followed. The project plan is approved by project stakeholders', sponsor and your team so there are no surprises later (Dainty, Moore, and Murray, 2016).

Kassie, Fisher, Muricho, & Diiro, (2020), argues that project planning for women empowerment projects involves a comprehensive approach to address the specific needs, challenges, and opportunities faced by women in diverse socio-economic, cultural, and geographic contexts. This process requires careful consideration of various factors, including the identification of objectives, stakeholder engagement, resource allocation, implementation strategies, monitoring and evaluation mechanisms, and sustainability measures. In this discussion, we'll delve into the key components of project planning for women empowerment initiatives, highlighting the importance of a gender-sensitive and participatory approach.

Project planning starts with a comprehensive needs analysis to pinpoint the precise problems that women in the target communities are facing. This involves gathering data through surveys, interviews, focus group discussions, and secondary research to understand the socio-economic, cultural, and institutional barriers to women's empowerment. For instance, in rural areas, women may face challenges related to limited access to education, healthcare, economic opportunities, and decision-making power within their households and communities. In urban settings, issues such as gender-based violence, employment discrimination, and lack of affordable childcare may hinder women's participation and advancement. By conducting a comprehensive needs assessment, project planners can prioritize interventions that address the most pressing issues and leverage existing strengths and resources within the community (Ruszczuk, Upadhyay, Kwong, Khanal, Bracken, Pandit, & Bastola, 2020).

Once the needs assessment is completed, project planners define clear and measurable objectives that align with the overarching goal of women empowerment. These goals ought to be clear, attainable, pertinent, and time-bound. (SMART), guiding the project's activities and outcomes. For example, objectives may include increasing women's access to vocational training programs, improving maternal healthcare services, promoting women's leadership in local governance structures, or reducing gender-based violence in the community. Setting SMART objectives helps ensure focus, accountability, and effectiveness in project implementation. (Clancy, & Mohlakoana, 2020).

MacEwen, & Evensen (2021), states that stakeholder engagement is another critical aspect of project planning for women empowerment initiatives. involving a wide range of parties, such as governmental organizations, non-profit organizations, community leaders, women's groups, and men and boys, fosters ownership, collaboration, and sustainability. Stakeholders bring valuable insights, resources, and expertise to the project, enabling a more holistic and participatory approach to addressing gender inequalities. Moreover, involving men and boys in women empowerment initiatives is essential for challenging harmful gender norms and promoting and support for women's rights and equality.

Resource mobilization is a key consideration in project planning, as adequate funding, human capital, and material resources are essential for effective implementation. Project planners explore various avenues for resource mobilization, including fundraising, grant opportunities, partnerships with donors and philanthropic organizations, corporate sponsorships, and in-kind contributions from local businesses and community members. Moreover, advocating for budget allocations and policy support from government agencies can enhance the sustainability and scalability of women empowerment projects. By leveraging diverse sources of funding and resources, project planners can maximize the impact and reach of their initiatives (Quisumbing, Ahmed, Hoddinott, Pereira, & Roy, 2021).

The design of interventions and activities is informed by the identified needs, objectives, and available resources. A variety of tactics may be used in interventions to improve women's social inclusion, political engagement, economic empowerment, and access to healthcare and education. For example, vocational training programs can provide women the knowledge and abilities they need to start entrepreneurial endeavors and income-generating activities. In a similar vein, community discussions and awareness-raising campaigns can dispel gender stereotypes, advance gender equality, and galvanize support for women's rights and empowerment. Tailoring interventions to the specific context and needs of the target population increases their relevance and effectiveness (Hannan, Heckert, James, Hawkins, & Yount, 2020).

Reshi & Sudha (2021), states monitoring and evaluation mechanisms are essential for tracking progress, assessing outcomes, and learning from project implementation. The purpose of project planners is to measure the impact and effectiveness of interventions on women's empowerment outcomes by establishing indicators, benchmarks, and data collection methods. This could involve both qualitative and quantitative indicators, such as shifts in attitudes, behaviors, and perceptions regarding gender roles and women's rights, as well as quantitative indicators like the number of women trained, jobs created, or cases of gender-based violence reported. Nyaki, (2020), regular monitoring allows project managers to identify challenges, adjust strategies, and make informed decisions to optimize project performance. Additionally, conducting mid-term and end-of-project

evaluations enables project stakeholders to assess the overall effectiveness, sustainability, and scalability of interventions, identifying lessons learned and best practices for future programming.

2.2.2 Project Monitoring on Women Empowerment Projects

Kitonga (2020), for women's empowerment programs to be effective, accountable, and sustainable, project monitoring is essential. It involves systematic tracking and assessment of project activities, outputs, outcomes, and impacts to identify progress, challenges, and opportunities for improvement. In the context of women empowerment initiatives, project monitoring aims to measure the extent to which interventions contribute to enhancing women's rights, opportunities, and agency, and address gender inequalities in diverse socio-economic, cultural, and geographic contexts. This discussion will explore the key components and approaches to project monitoring in women empowerment projects, highlighting the importance of a gender-sensitive and participatory approach.

Ariya, Sempele, & Simaloi (2020), argues that the first step in project monitoring is to develop a monitoring framework that outlines the key objectives, indicators, targets, data collection methods, and responsibilities for monitoring and evaluation. In the context of women empowerment projects, the monitoring framework should include gender-sensitive indicators that capture changes in women's socio-economic status, experiences of gender-based violence and discrimination, involvement in decision-making processes, and access to resources and services. For example, indicators may include the percentage of women enrolled in vocational training programs, the number of women accessing microfinance services, or changes in women's perceptions of their rights and capabilities. By establishing a robust monitoring framework, project managers can systematically track progress and assess the influence of interventions on the results of women's empowerment.

Monitoring include gathering data to track development that is both quantitative and qualitative towards project objectives and outcomes. Quantitative data may include demographic information, numerical indicators, and statistical measures, while

qualitative data capture in-depth insights, experiences, and perspectives through interviews, focus group discussions, case studies, and participatory methods. In women empowerment projects, data collection should be sensitive to gender dynamics and power relations, ensuring that women's voices, experiences, and priorities are adequately represented and considered. Moreover, disaggregating data by gender and other socio-demographic characteristics enables project managers to identify disparities and tailor interventions to cater to the unique requirements of women who belong to vulnerable and disadvantaged groups.

Project managers conduct regular monitoring activities to monitor development, recognize obstacles, and promptly modify project execution. This may involve monthly, quarterly, or annual reviews of project activities, outputs, and outcomes, as well as periodic site visits, field assessments, and stakeholder consultations. Regular monitoring allows project managers to identify emerging issues, address bottlenecks, and capitalize on opportunities for innovation and collaboration. Moreover, transparent and timely reporting on monitoring findings fosters accountability, trust, and learning among project stakeholders, including donors, partners, beneficiaries, and local communities.

In women empowerment projects, participatory monitoring approaches involve engaging beneficiaries, communities, and other stakeholders in the monitoring process, ensuring their active involvement, ownership, and empowerment. Participatory methods such as community scorecards, participatory video, and citizen-led monitoring enable women to voice their concerns, provide feedback on project activities, and contribute to decision-making processes. Moreover, Project managers may improve the efficacy and relevance of interventions by responding in real-time to women's needs, preferences, and proposals by putting in place feedback mechanisms including suggestion boxes, hotline services, and community meetings.

In order to evaluate the various effects of interventions on men and women and to advance social inclusion and gender equality, gender-responsive monitoring and evaluation, or GRME, is crucial. GRME involves integrating gender perspectives and considerations into all stages of the monitoring and evaluation process, from data

collection and analysis to reporting and decision-making. This includes identifying gender-specific indicators, disaggregating data by gender, conducting gender analyses, and ensuring the meaningful participation of women in monitoring and evaluation activities. By adopting a gender-responsive approach to monitoring, project managers can better understand the gender dynamics and power relations shaping project outcomes and design more effective and equitable interventions.

Machio, Kariuki, Njoroge, & Ng'ang'a, (2020), the use of technology and innovation can enhance the efficiency, accuracy, and reach of monitoring activities in women empowerment projects. Mobile data collection tools, geographic information systems (GIS), and web-based platforms enable project managers to collect, analyze, and visualize data in real-time, facilitating rapid decision-making and adaptive management. Moreover, innovative approaches such as remote sensing, big data analytics, and machine learning can provide valuable insights into women's empowerment trends and patterns, informing evidence-based programming and policy advocacy. By harnessing the potential of technology and innovation, project managers can strengthen project monitoring and evaluation systems and enhance the impact and sustainability of women empowerment initiatives.

Ngugi, Maitho, & Kyalo, (2020), project monitoring is essential for assessing progress, identifying challenges, and maximizing the impact of women empowerment projects. By establishing monitoring frameworks, collecting and analyzing gender-sensitive data, conducting regular monitoring activities, promoting participatory approaches, adopting gender-responsive monitoring and evaluation practices, and utilizing technology and innovation, project managers can effectively track progress towards women's empowerment outcomes and promote gender equality and social justice. Moreover, integrating monitoring findings into decision-making processes and advocacy efforts enables project stakeholders to learn from experience, adapt strategies, and advocate for policy reforms that advance women's rights and opportunities.

2.2.3 Stakeholder Participation on Women Empowerment Projects

The definition and application of participation can vary, making it a complex concept. Participation is a means of transferring political power and influencing decisions that have an impact on citizens' lives. Stakeholders are people who have a financial interest in a project. From those who benefit from it to those who are accountable for its accomplishments. Therefore, identifying these stakeholders from clients to regulators is essential to any project planning. Meeting with them is crucial to get a better picture of what the project is and what is expected from the final deliverable. (Mwangi, 2021).

Stakeholders frequently have second thoughts about what has to be provided. Assumptions made at the beginning of the project might no longer be true because the business environment can occasionally change after it begins. This frequently indicates that the project's deliverables or scope need to be altered. The project would unavoidably go over budget, be delayed, and possibly never be finished if the project manager approved every modification. Through change management, the project manager can decide whether to accept changes going forward or whether to reject them now. Because the project manager can plan when and how the changes are implemented, allocate resources appropriately, and control how the changes are incorporated, this increases the likelihood that the project will be successful. Not managing changes effectively is often a reason why projects fail (Shrimpton, 2019).

Edmonds (2016), defined stakeholder participation as a process by which citizen's act in response to public concerns, voice their opinions about decisions that affect them, and take responsibility for changes to their community. Westergaard (1986) defined participation as "collective efforts to increase and exercise control over resources and institutions on the part of groups and movements of those hitherto excluded from control". This definition suggests a way to guarantee community involvement. In the past, involvement was thought to be interactive, passive, or active. Community members are encouraged to actively participate in all phases of the project.

The people carry out decision-making as well as other crucial tasks like management, project monitoring, and evaluation. Conversely, in passive participation, the community stays out of the way and doesn't get involved in the activities; instead, they are informed

about what is going to happen and what has already happened. Interactive participation is when people take part in joint analysis as well as the planning process and the members of the target community improve their existing structures as well taking charge of their development process in the women empowerment projects in the county governments in Kenya (Eisinga, Grotenhuis, &Pelzer, 2013).

Participation in the community teaches people how to handle conflict, interact with authorities and other groups, and give voice to diverse viewpoints. People will be able to help themselves and learning will be encouraged in this way. Communities will be able to evaluate their own circumstances, come together as a strong unit, and use their imagination to change society and create a brand-new world. Participation in public life also helps citizens understand that, in addition to rights, they also have responsibilities. These increased capacities of individuals allow communities to mobilize and help themselves to minimize dependence on the state and leads to a bottom-up approach (Beckert, 2010).

Public involvement in electrical installation projects increases capacity, making it possible for citizens to identify, carry out, oversee, and assess developmental projects like power projects with greater effectiveness and efficiency. People learn to achieve their goals more readily when their needs are consistently met. It's a system that gives the locals the power to choose their own priorities and values and take independent action. After people are made aware of their full potential, they act in accordance with their abilities to accomplish their aims and objectives. Resources for social welfare services are declining globally. Population pressures, changing priorities, economic competition, and demands for greater effectiveness are all affecting the course of social welfare (Beierle, 2009).

Burns & Grove (2013), the utilization of nonprofessionals through citizen involvement mechanisms to address social problems has become more commonplace says that authentic community participation enhances the sustainability of the community development projects and this can only be achieved through a people centered development. Efficient involvement in the community can result in economic growth,

socio-political change, and personal and social empowerment. The project may not be sustainable if the community does not take on the roles of both architect and engineer for the idea. This is because the community is hesitant to take ownership of something that does not belong to them.

Since the 1980s, governments, donors, and development theorists have placed increasing emphasis on the sustainability of development initiatives. The fact that sustainability is one of the five criteria used to assess development interventions illustrates the significance of the concept. The community needs to be involved in the county's electrical installation projects in order for sustainable development to be achieved. People themselves should define sustainable development as an ongoing process of empowerment and self-realization. The community is supposed to be brought into focus through participation (Abdalla & Hussein, 2011).

It is now recognized as a crucial element that could increase the likelihood that development projects will be sustainable through the empowerment and capacity building of communities. Giving those who are marginalized, at risk, and excluded from development the capacity to independently manage their own resources is what is meant by empowerment in this context. Participation is thought to result in empowerment through training, skill development, and capacity building. By increasing the ability of people, projects, and or communities to be self-reliant, they are then able to contribute towards the sustainability of development projects which in turn could contribute to the broader notion of sustainable national development (Abdalla , &Hussein, 2011).

A key component of projects aimed at empowering women is stakeholder participation, which makes sure that the priorities, needs, and voices of various stakeholders—including women themselves—are taken into account and incorporated into the planning, execution, monitoring, and assessment of the project. Stakeholders in women's empowerment initiatives include a broad spectrum of actors, such as government agencies, women's groups, men and boys, religious and traditional leaders, the private sector, and development partners. Non-governmental organizations (NGOs) and community-based organizations (CBOs) are also included. The significance of stakeholder participation in women empowerment projects, the advantages it offers, and

tactics for encouraging genuine engagement and cooperation among stakeholders will all be covered in this conversation.

Rachmawati & Fountain, (2020), stakeholder participation promotes inclusivity and diversity in women empowerment projects, ensuring that the needs and interests of all stakeholders, including marginalized and vulnerable groups of women, are considered and addressed. Involving a diverse range of stakeholders from different sectors, backgrounds, and perspectives fosters a more holistic understanding of gender inequalities and women's empowerment challenges and facilitates the development of comprehensive and context-specific interventions. Moreover, ensuring the meaningful participation of women from diverse socio-economic, cultural, ethnic, and religious backgrounds promotes intersectionality and acknowledges the intersecting forms of discrimination and disadvantage that women may face.

Ng'ang'a, Aduogo, & Mutero, (2021), stakeholder participation promotes empowerment and ownership among women and other stakeholders, empowering them to actively engage in decision-making processes, shape project priorities, and take collective action to address gender inequalities and promote women's rights and opportunities. By involving women as partners and leaders in project design, implementation, and evaluation, women empowerment projects contribute to building their confidence, skills, and leadership capacities, enabling them to advocate for their rights, access resources and services, and participate more fully in social, economic, and political life. Moreover, promoting ownership and accountability among stakeholders fosters a sense of collective responsibility for project outcomes and sustainability, enhancing the long-term impact and effectiveness of women empowerment initiatives.

Pal & Gupta (2023), stakeholder participation facilitates knowledge sharing, learning, and innovation in women empowerment projects, creating opportunities for exchanging experiences, best practices, and lessons learned among stakeholders. By bringing together diverse perspectives, expertise, and resources, stakeholder engagement enables project managers to draw on local knowledge, build on existing initiatives, and identify innovative solutions to complex gender inequalities and women's empowerment challenges. Moreover, fostering a culture of learning and collaboration among

stakeholders promotes adaptive management and continuous improvement, enabling projects to respond effectively to changing contexts and emerging priorities.

Pal & Gupta (2023), states that stakeholder participation promotes participatory decision-making processes in women empowerment projects, ensuring that decisions are informed by the needs, priorities, and aspirations of the communities and individuals they serve. Engaging stakeholders in decision-making processes, such as needs assessments, project planning workshops, and community consultations, enables project managers to solicit feedback, incorporate local perspectives, and co-create solutions that are culturally appropriate, contextually relevant, and socially inclusive. Moreover, promoting transparency and accountability in decision-making fosters trust and confidence among stakeholders, strengthening relationships and partnerships and enhancing the legitimacy and effectiveness of women empowerment initiatives.

Stakeholder participation enables women empowerment projects to leverage the collective influence and advocacy power of diverse stakeholders to effect broader social, economic, and political change. By mobilizing stakeholders to advocate for policy reforms, legal protections, and institutional changes that promote gender equality and women's empowerment, women empowerment projects can create an enabling environment for sustainable change. Moreover, engaging with policymakers, opinion leaders, and other influential stakeholders enables women empowerment projects to raise awareness, build consensus, and mobilize support for gender-responsive policies, programs, and investments that address the root causes of gender inequalities and empower women to realize their full potential. (Ihalainen, Shaikh, Mujawamariya, Mayanja, Adetonah, Tavenner, & Elias, 2021).

Mulema Cramer, & Huyer, (2021), stakeholder participation fosters collaboration, partnerships, and networks among diverse stakeholders, strengthening the collective capacity to address gender inequalities and promote women's empowerment. By forging partnerships with government agencies, NGOs, CBOs, academia, the private sector, and other stakeholders, women empowerment projects can leverage complementary strengths, resources, and expertise to maximize their impact and reach. Moreover, building

networks and alliances among women's groups, grassroots organizations, and other civil society actors enhances solidarity, collective action, and advocacy efforts, amplifying the voices and agency of women in decision-making processes and public discourse.

Nair (2020), stakeholder participation is essential for the success and sustainability of women empowerment projects, fostering inclusivity, empowerment, knowledge sharing, participatory decision-making, advocacy, and partnerships. By engaging diverse stakeholders as partners and leaders in project design, implementation, monitoring, and evaluation, women empowerment projects can address the complex and intersecting forms of gender inequality and discrimination that hinder women's rights and opportunities. Moreover, promoting stakeholder participation contributes to building a more inclusive, equitable, and empowered society where women can realize their full potential and contribute to sustainable development and social justice.

2.2.4 Project Management Practices on Women Empowerment Projects

In order to maximize team productivity and efficiency, project managers plan, organize, and manage resources. According to the PMI, to guarantee a project's success, a project manager requires a blend of business management and leadership abilities in addition to the necessary technical skills. The definition of "best practice" varies amongst organizations. Some define best practice as a methodical approach to a task, like creating a project schedule. For others, best practice is simply ensuring that everyone in the project management function uses the same templates and software (Rachmawati, & Fountain, 2020).

Boonstra (2013), argues that project plans are useless unless they've been communicated effectively to the project team. Each member of the team must be aware of their roles. On a project I once worked on, the project manager sat surrounded by enormous paper schedules in his office. The issue was that he hadn't disclosed the plan to any of his team members, so none of them knew what the responsibilities and deadlines were. The project encountered numerous issues as a result of individuals working on tasks they thought were more important than those the project manager had assigned them.

Once the project has started, it is necessary to keep an eye on it and compare the actual and anticipated progress. The project team members' progress reports are required. Differences between the actual and anticipated cost, schedule, and scope should be documented. If variations become too great, corrective action is taken after reporting them to the manager and important stakeholders. To get the project back on track, the project manager must make numerous plan adjustments, which always involve balancing budget, scope, and timeline. One or both of the other components will unavoidably need to be changed if the project manager modifies one of these. It is juggling these three elements known as the project triangle - that typically causes a project manager the most headaches (Avots, 2019).

Rachmawati, & Fountain, (2020), project management practices are essential for the successful planning, execution, monitoring, and evaluation of women empowerment projects. These practices provide a structured framework for coordinating resources, activities, and stakeholders to achieve project objectives and promote positive outcomes for women and girls. In the context of women empowerment initiatives, project management practices encompass various principles, methodologies, and tools that facilitate effective project implementation while addressing the specific needs, challenges, and opportunities related to gender equality and women's empowerment. This discussion will explore key project management practices and their application in women empowerment projects, emphasizing the importance of a gender-sensitive and participatory approach.

In order to determine the precise obstacles, opportunities, and challenges for women's empowerment in the target communities, a thorough needs assessment is the first step in the project management process. This entails obtaining information, completing surveys, and speaking with interested parties in order to comprehend the institutional, cultural, and socioeconomic aspects that affect women's rights and opportunities. To direct project activities and results, specific, quantifiable goals are set based on the needs assessment results. These goals should be aligned with the broader objectives of promoting gender equality, women's rights, and social inclusion, and should be formulated in consultation

with women and other stakeholders to ensure relevance and ownership (Mulema, Cramer, & Huyer, 2021).

Nair (2020), argues that effective stakeholder engagement is critical for the success of women empowerment projects, as it ensures that the voices, perspectives, and priorities of diverse stakeholders, including women themselves, are considered and integrated into project planning and implementation. Project managers engage with government agencies, non-profit organizations, community leaders, women's groups, and other stakeholders to build partnerships, leverage resources, and mobilize support for project objectives. Moreover, fostering collaboration and dialogue among stakeholders promotes accountability, transparency, and shared ownership of project outcomes, enhancing the sustainability and impact of women empowerment initiatives.

Project managers are responsible for securing adequate financial, human, and material resources to support project activities and deliverables. This involves developing project budgets, fundraising, seeking grants and donations, and negotiating partnerships with donors and funding agencies. In women empowerment projects, project managers may prioritize investments in education, healthcare, economic empowerment, legal rights, and social support services to address the specific needs of women and girls. Moreover, ensuring gender-responsive budgeting and resource allocation promotes equity and fairness in project implementation, maximizing the impact of resources on women's empowerment outcomes (Nair, 2020).

Gemino, Horner Reich, & Serrador (2021), states risk management is an integral part of project management, involving the identification, assessment, and mitigation of potential risks and uncertainties that may impact project outcomes. In women empowerment projects, project managers may face risks related to political instability, social unrest, economic downturns, cultural resistance, and gender-based violence, among others. By conducting risk assessments and developing contingency plans, project managers can anticipate challenges, minimize disruptions, and adapt strategies to changing circumstances while safeguarding the rights and well-being of women and girls.

Moreover, fostering a culture of learning and innovation enables project teams to capitalize on opportunities and address emerging risks effectively.

Project monitoring and evaluation are essential for tracking progress, assessing outcomes, and learning from project implementation. Project managers establish monitoring systems to collect data, measure indicators, and track performance against project objectives and targets. In women empowerment projects, monitoring efforts may focus on indicators related to women's access to education, healthcare, economic opportunities, legal rights, and participation in decision-making processes. Moreover, conducting regular evaluations allows project managers to assess the effectiveness, efficiency, and relevance of interventions, identify lessons learned, and make evidence-based decisions to optimize project impact and sustainability (Nair, 2020).

Project management practices include capacity-building initiatives to strengthen the skills, knowledge, and capacities of project staff, partners, and beneficiaries. In women empowerment projects, capacity-building efforts may focus on empowering women as leaders, advocates, and change agents in their communities. This may involve providing training in leadership skills, gender awareness, advocacy techniques, entrepreneurship, and legal rights, among other topics. Moreover, promoting women's leadership and participation in decision-making processes enhances their agency, confidence, and ability to influence social norms and policies, contributing to sustainable change and gender equality (Khan, Jaafar, Javed, Mubarak, & Saudagar, 2020).

Project managers play a crucial role in sharing best practices, lessons learned, and success stories from women empowerment projects to inform policy debates, shape public discourse, and advocate for gender equality and women's rights. This involves documenting project experiences, producing knowledge products, and disseminating findings through various channels, including reports, publications, conferences, and social media. Moreover, fostering partnerships with policymakers, opinion leaders, and advocacy networks enables project managers to amplify women's voices, mobilize support for policy reforms, and drive systemic change that advances gender equality and

women's empowerment at local, national, and global levels (Grass, Backmann, & Hoegl, 2020).

Khan, Jaafar, Javed, Mubarak,, & Saudagar (2020), project management practices are essential for the effective implementation of women empowerment projects, providing a structured framework for planning, coordination, and accountability while promoting gender equality and women's rights. By applying principles of stakeholder engagement, resource mobilization, risk management, monitoring and evaluation, capacity building, and knowledge sharing, project managers can maximize the impact and sustainability of women empowerment initiatives, contributing to positive social change and inclusive development. Moreover, adopting a gender-sensitive and participatory approach to project management ensures that women and girls are active participants and beneficiaries of project activities, empowering them to realize their full potential and contribute to a more equitable and just society.

2.3 Summary

The reviewed literature has provided an in-depth analysis of the various factors that influence women empowerment projects in the county governments of Kenya. The extensive literature that exists covers the significance of the project planning, project monitoring, stakeholder participation and project management practices in the implementation of a strategic plan as some of these factors. Women empowerment projects are initiatives aimed at enhancing the status and opportunities of women, addressing various aspects of their lives such as education, healthcare, economic independence, and political participation. These projects focus on capacity-building, fostering agency and autonomy, and increasing access to resources and opportunities. By promoting social and political participation, inclusivity, and equity, women empowerment projects strive to create sustainable change and foster inclusive societies where women can fully participate and contribute to their communities' development and decision-making processes.

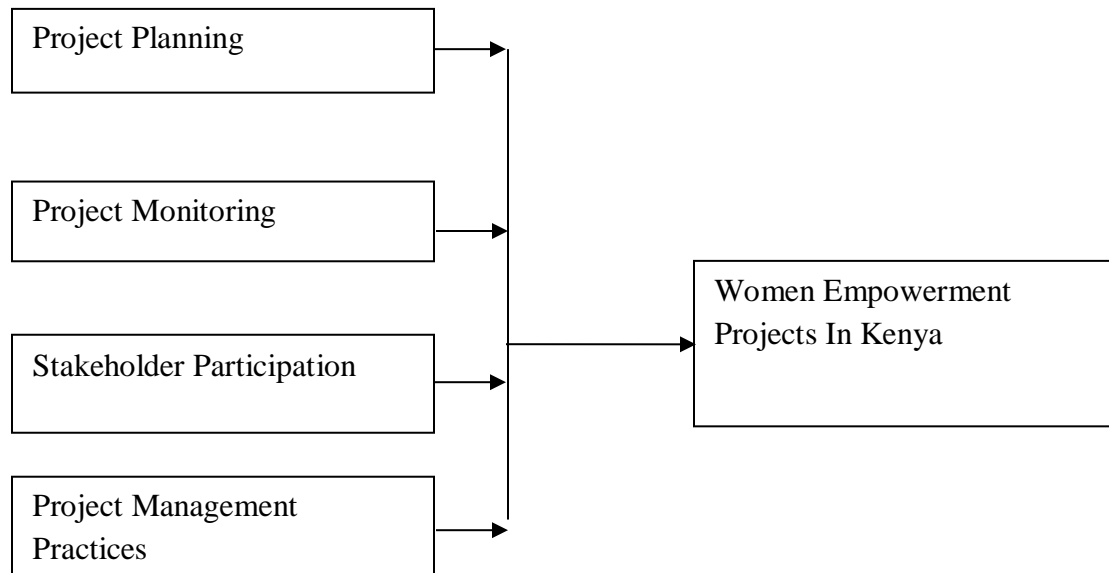
2.4 Conceptual Framework

Conceptual Framework

The applied structure in the next figure illustrates the links between the independent and dependent variables under examination. A conceptual framework is a theoretical construct that organizes the concepts that comprise a larger notion. It is composed of tenets, rules, and presumptions. The dependent variable is women empowerment efforts in Kenyan county governments; the independent variables include project design, monitoring, evaluation, and project management practices.

Conceptual Framework

Independent Variables



Source: Research Data (2024)

2.5.1 Operationalization of the Variables

The dependent variable of the study is women empowerment projects in the county governments of Kenya. The dependent variable is affected by the independent variables such as project planning, project monitoring, stakeholder participation and project management practices.

CHAPTER THREE

RESEARCH METHODOLOGY

3.0 Introduction

This chapter covers the methods of field research. It focuses on the sources of the data, the procedures for gathering and sampling data, the instruments for presenting and interpreting data, and more. The research design, study population, sample and sampling procedure, data collecting and processes, data analysis techniques, ethical issues, validity and reliability of research instruments, and operationalization of study variables are also discussed in this chapter.

3.1 Research Design

The plan, framework, or strategy used to produce solutions to research problems is known as research design. Descriptive survey research design was used to study this research problem. Descriptive survey research design, according to Kothari (2007), is a sort of study used to gather information that can assist in identifying particular traits of a group. In a descriptive survey, a large number of people are questioned by mail, phone, or in person about various topics (typically via the use of a questionnaire). The primary advantage of descriptive survey research is its capacity to yield a substantial amount of data from a sizable sample of people. By using this study design, this study focused on obtaining quantitative data from a cross-section of target respondents.

3.2 Target Population

Target population as described by Borg and Grill (2009) is a universal set of study of all members of real or hypothetical set of people, events or objects to which an investigator wishes to generalize the result. Mugenda and Mugenda (2003) asserts that the target population should have observable characteristics to which the study intends to generalize the result of the study. This definition assumes that the population is not homogeneous.

Table 3.1 Target Population

		Frequency	Percent
	Top Management	2	3
	Middle Management	6	10
	Support Staff	52	87
	Total	60	100

Source: Research Data (2024)

3.3 Sample Design

This section explains the procedures and methods used for sampling, how the study's final study sample was selected from the target population, and the specifics of data collection, processing, and analysis. According to Cooper and Schindker (2003), the sampling frame is a list of all the population units from which the sample was taken. The process of choosing a specific number of participants from a given population to serve as a representative sample is known as sampling.

Table 3.2 Sample Size

		Frequency	Percent
	Top Management	2	3
	Middle Management	6	10
	Support Staff	52	87
	Total	60	100

Source: Research Data (2024)

3.4 Data Collection Instruments

The researcher used a self-administered questionnaire to collect the data. Because it reaches a significant proportion of literate individuals, this strategy is appropriate. The researcher separated the questionnaire into the following sections: Section B asked questions on the extent to which independent factors affect the dependent variable, whereas Section A provided background information. These items were rated on a continuous five-point Likert scale, where 1 represents a very great extent, 2 a big extent, and 3 a moderate extent, extent, and no effect. For the study, both primary and secondary

data were gathered. The researcher prefers this tool because it produces the necessary response in an efficient manner. Because each item in the closed-ended questions has a possible response, they are less time- and money-consuming to administer. However, since the study assesses perception, which is an attitude-based construct, open-ended questions are appropriate because they allow for a deeper level of response. As a result, respondents are able to share their feelings, background, hidden motivation, interests, and decisions in response to these questions. Mugenda and Mugenda (2003).

3.5 Pilot Testing

Prior to the main study, a pilot study was carried out to verify the validity of the questionnaires used to gather the data. Six respondents were chosen at random from each group for the pilot study in order to demonstrate how closely related a set of items is to one another in order to draw a logical conclusion. This is the best sample according to Mugenda & Mugenda (1999) which is above 30% is good for the analysis.

3.5.1 Reliability and Validity of Research Instrument

The question of whether a study measures what it set out to is known as validity. The degree to which a test's measurement stays constant across multiple assessments of the same subject conducted under the same circumstances is known as reliability. To determine the components of the study population and analysis unit, a pilot study was conducted. Draft questions were pre-tested throughout the study to achieve high precision and eliminate ambiguity. Conversely, inquiries that fail to provide the necessary information were eliminated. Every analysis unit were thoroughly examined, with the entire population being taken into consideration.

3.6 Data Collection Procedure

The first step in gathering data was for the researcher to ask the Management University of Africa for an introduction letter. They next was to submit an application to the County Government for a permit to gather data. Subsequently, the investigator scheduled meetings with the participants to obtain authorization to proceed with the research. The questionnaires were distributed once permission is received, and the exercise took about two days to finish. The two research assistants who worked under the researcher's close

supervision were instrumental in making this happen. The "drop and pick" method was employed in the study to distribute questionnaires to the sample population.

3.7 Data analysis Technique

Data was checked for logical consistency and any extraneous information were eliminated before analysis. The process of organizing and packing the gathered data into a format that makes its essential elements understandable and comprehensible is a part of the data analysis procedure. A combination of qualitative and quantitative methods were used to analyze the data. Utilizing instruments like tables, graphs, charts, and other statistical presentation techniques was part of the quantitative technique. In order to demonstrate the successful interpretation of the results, qualitative techniques made use of measurable variables that do not yield discrete numerical data as well as a variety of statistical techniques.

3.8 Ethical Considerations

The researcher had a moral obligation to handle sensitive data with the utmost caution because it was collected for the study. The researcher guaranteed the anonymity of the information respondents offer in order to ensure that they are willing to supply the data required for the study.

CHAPTER FOUR

DATA ANALYSIS, PRESENTATION AND INTERPRETATION OF FINDINGS

4.1 Introduction

This chapter explains the analysis done on the data that was collected by the researcher. It contained presentation of findings and summary of findings.

4.2 Presentation of Findings

4.2.1 Response Rate

Table 4.1 Response Rate

Category	Frequency	Percentage
Response	52	87
Non Response	8	13
Total	60	100

Source: Research Data (2024)

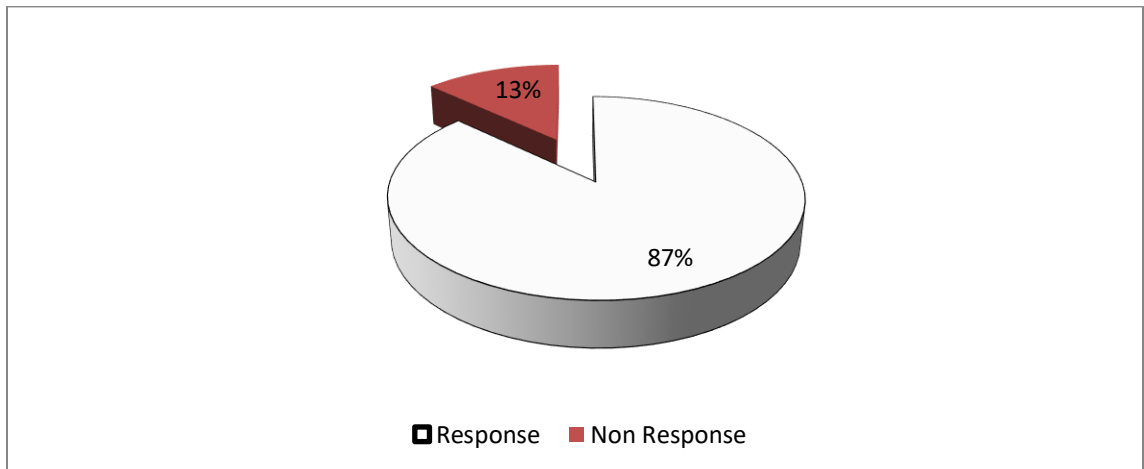


Figure 4.1-Response Rate

Table 4.1 above and figure 4.1 indicate the analysis of sampled respondents who participated in the study where 87% of the respondents responded while 13% of the respondents did not respond.

4.2.2 Gender Response

Table 4.2 Gender Response

Category	Frequency	Percentage
Male	32	62
Female	20	38
Total	52	100

Source: Research Data (2024)

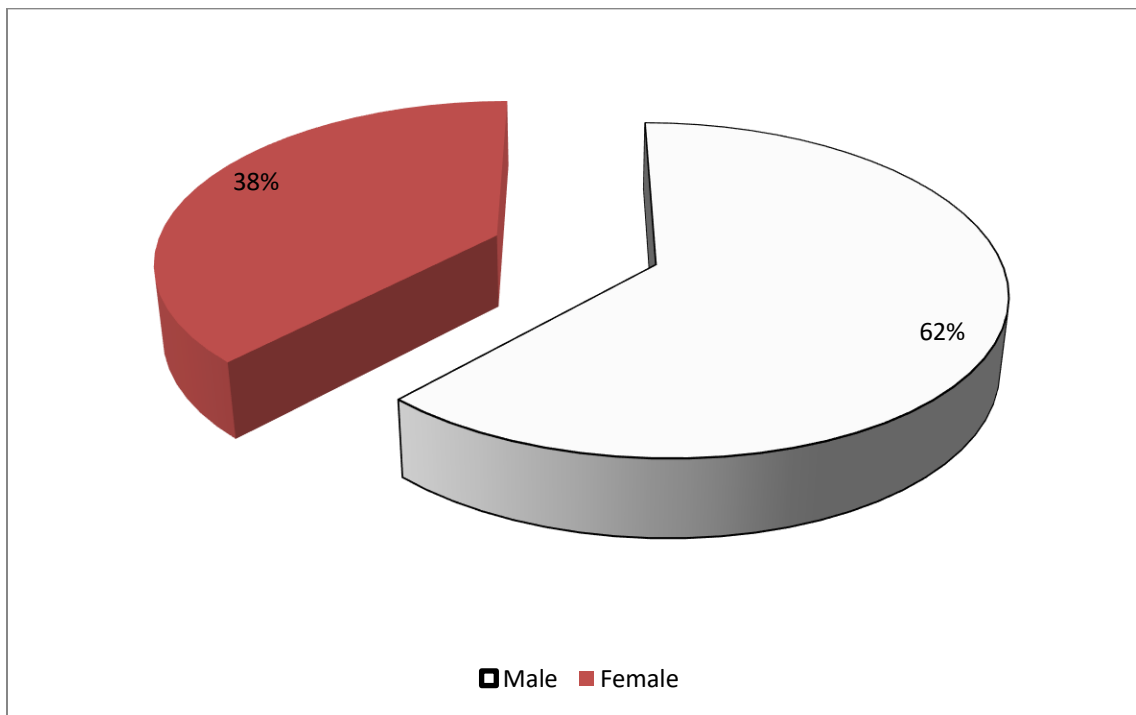


Figure 4.2 Gender Responses

Analysis shown by the table 4.2 and figure 4.2 indicated the total the number of male who responded were 62% while female were 38%. From the findings it can be concluded that majority of the respondents were male with a higher percentage rate.

4.2.3 Respondent Category

Table 4.3 Respondent Category

Category	Frequency	Percentage
Top Management	1	2
Middle Management	3	6
Support Staff	48	92
Total	52	100

Source: Research Data (2024)

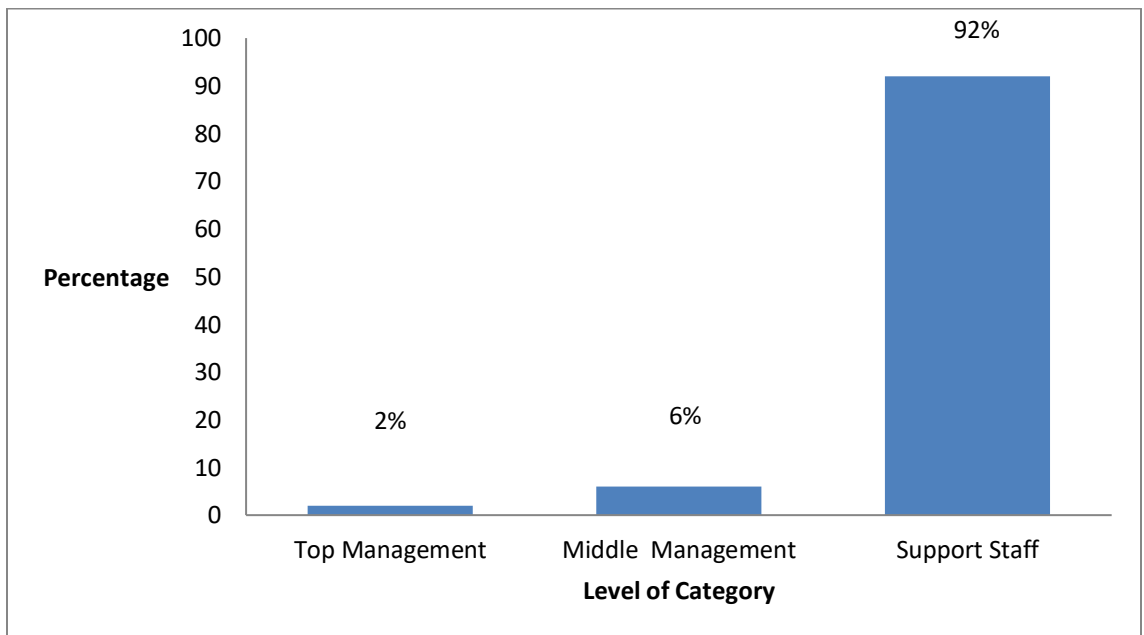


Figure 4.3 Respondent Category

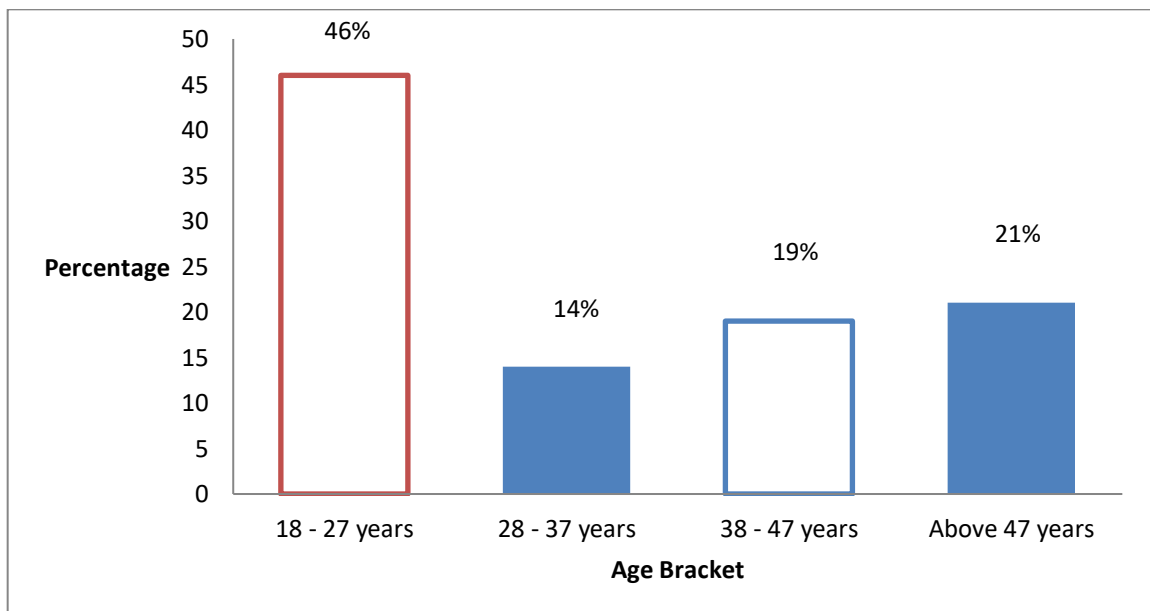
The response rates from the above table 4.3 and figure 4.3 shows the level of management of the respondent who participated in the study whereby 2% indicated top management, 6% indicated middle management response while support staff recorded 92% of the response. From the analysis it can be concluded that most of the respondents were support staff.

4.2.4 Age Bracket

Table 4.4 Age Bracket

Category	Frequency	Percentage
18 - 27 years	24	46
28 - 37 years	7	14
38 - 47 years	10	19
Above 47 years	11	21
Total	52	100

Source: Research Data (2024)



Figures 4.4 Age Brackets

The above table 4.4 and the figure 4.4 showed the age analysis whereby it was indicated that the organization had different age brackets, whereby the respondents with the age bracket of 18 to 27 year were represented by 46%, 28 to 37 years was 14%, 38 to 47 years indicated 19% while above 47 years was represented by 21%. From the study it can be deduced that majority of the respondents were between the age bracket of 18 - 27% years in the organization.

4.2.5 Work Experience

Table 4.5 Work Experience

No. of Years	Frequency	Percentage
Less than 2 years	8	15
2 - 5 years	14	27
6 – 8 years	12	23
Above 8 years	18	35
Total	52	100

Source: Research Data (2024)

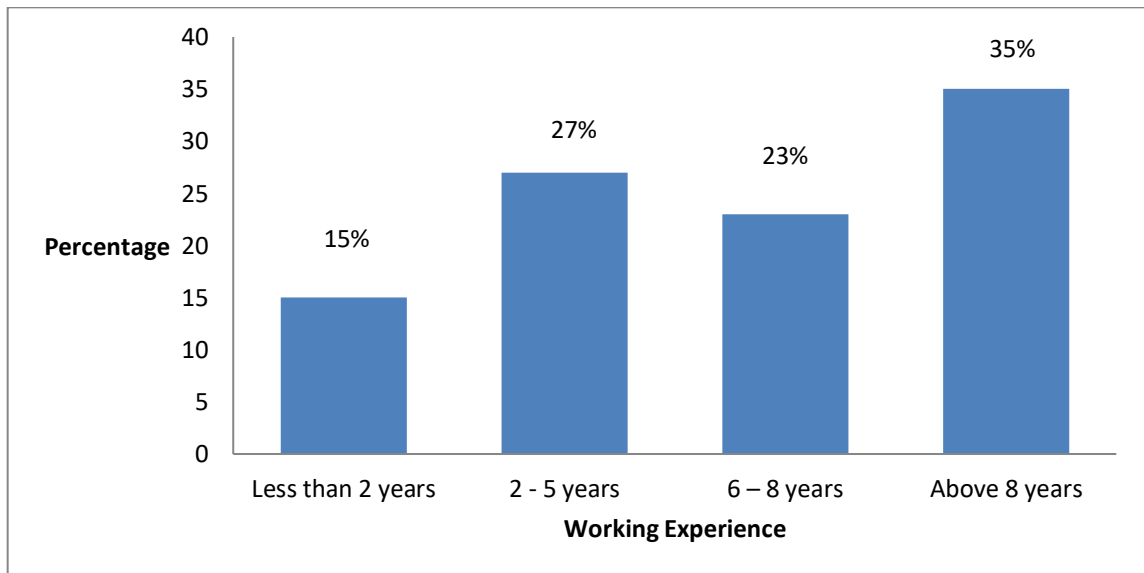


Figure 4.5 Work Experience

The table 4.5 and the figure 4.5 shows the response on the work experience whereby a response of 15% indicated the response from those who had worked for less than 2 years while the response of 27% indicated response on those who had worked between 2 – 5 years, 23% represented those who has worked for the organization for between 6 – 8 years and finally above 8 years was represented by 35%.

4.2.6 Highest Level Education

Table 4.6 Highest Level Education

Category	Frequency	Percentage
Secondary	15	29
Diploma	20	38
University	16	31
Post Graduate	1	2
Total	52	100

Source: Research Data (2024)

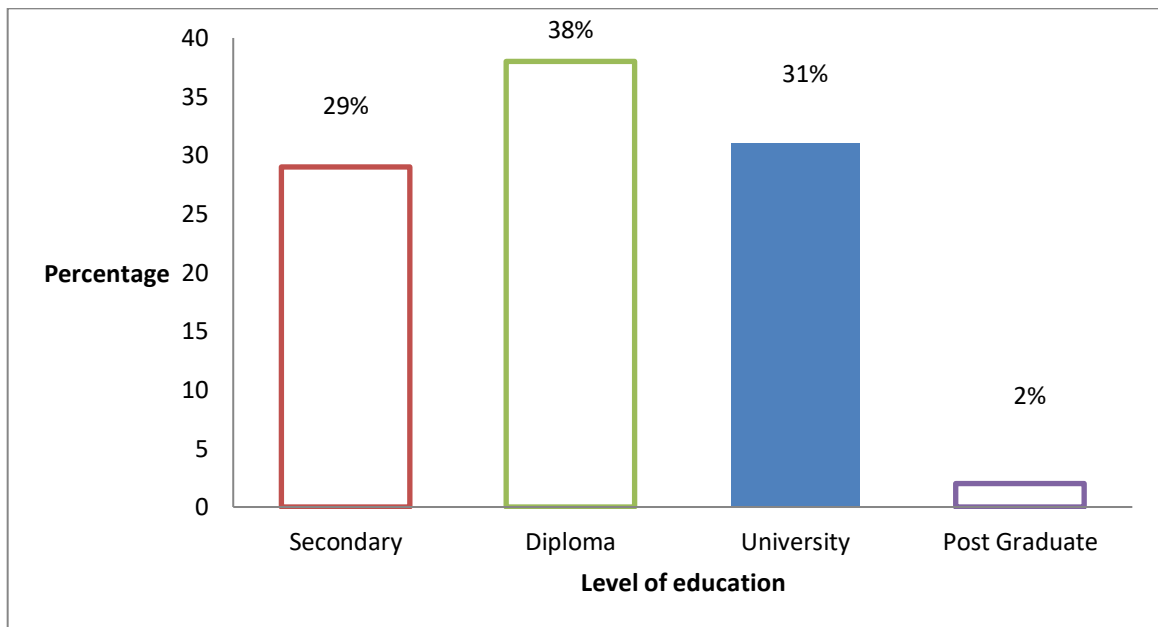


Figure 4.6 Highest Level Educations

Table 4.6 and figure 4.6 above shows the level of education of various respondents, whereby the findings indicated that 31% of the respondents were university graduates, 38% were of diploma level, 29% were of secondary level while 2% were of post graduate. From the study it can be deduced that the majority of the respondents have attained diploma level of education in the organization.

4.2.7 Project Planning

Table 4.7 Effect of project planning on women empowerment projects in the county governments of Kenya

Category	Frequency	Percentage
Yes	46	88
No	6	12
Total	52	100

Source: Research Data (2024)

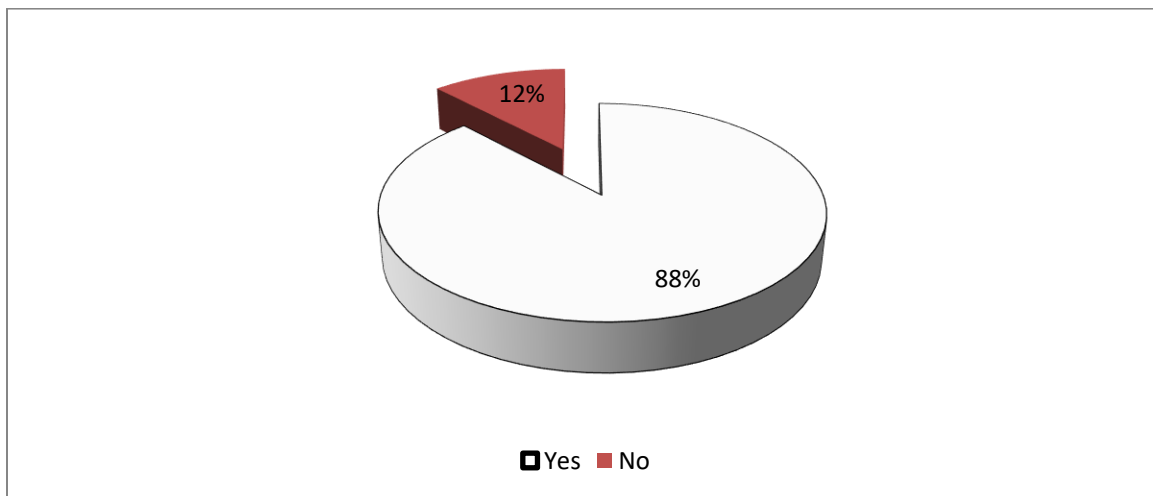


Figure 4.7 Effect of project planning on women empowerment projects in the county governments of Kenya

Table 4.7 and Figure 4.7 illustrate the impact of project planning on women empowerment projects within the county governments of Kenya. The majority of respondents, representing 88%, agreed that project planning significantly affects women empowerment projects. In contrast, 12% of the respondents disagreed, asserting that project planning does not influence these projects. From these findings, it can be deduced that project planning plays a crucial role in the success of women empowerment projects within the county governments of Kenya.

4.2.8 Project Planning

Table 4.8 Extent to which project planning affect women empowerment projects in the county governments of Kenya

Category	Frequency	Percentage
Very large extent	22	42
Large extent	16	31
Moderate extent	8	15
Small extent	6	12
Total	52	100

Source: Research Data (2024)

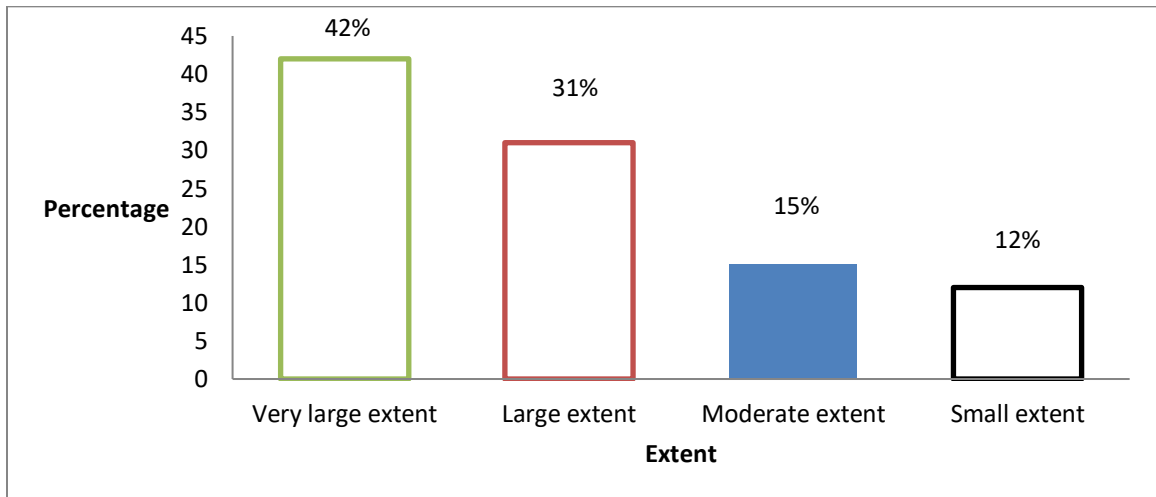


Figure 4.8 Extent to which project planning affect women empowerment projects in the county governments of Kenya

Table 4.8 and Figure 4.8 provide a detailed analysis of the extent to which project planning impacts women empowerment projects within the county governments of Kenya. According to the data, 42% of the respondents indicated that project planning affects these projects to a very large extent. Additionally, 31% of respondents felt that project planning affects women empowerment projects to a large extent. A further 15% of respondents indicated a moderate impact, while 12% reported that project planning affects these projects to a very small extent.

4.2.9 Project Monitoring

Table 4.9 Effect of project monitoring on women empowerment projects in the county governments of Kenya

Category	Frequency	Percentage
Yes	48	92
No	4	8
Total	52	100

Source: Research Data (2024)

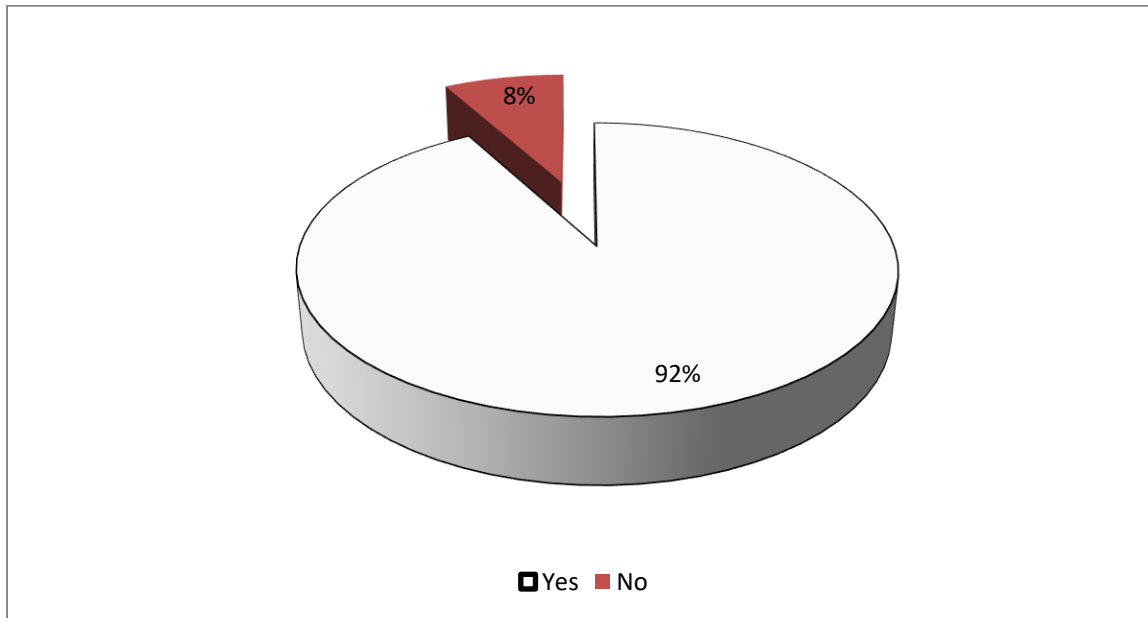


Figure 4.9 Effect of project monitoring on women empowerment projects in the county governments of Kenya

Table 4.9 and Figure 4.9 illustrate the impact of project monitoring on women empowerment projects within the county governments of Kenya. According to the data, a significant 92% of respondents agreed that project monitoring affects these projects, whereas only 8% believed that it does not have any impact. From these findings, it can be concluded that project monitoring plays a vital role in the success of women empowerment projects within the county governments of Kenya.

4.2.10 Project Monitoring

Table 4.10 Extent to which project monitoring affect women empowerment projects in the county governments of Kenya

Category	Frequency	Percentage
Very large extent	20	38
Large extent	16	31
Moderate extent	14	27
Small extent	2	4
Total	52	100

Source: Research Data (2024)

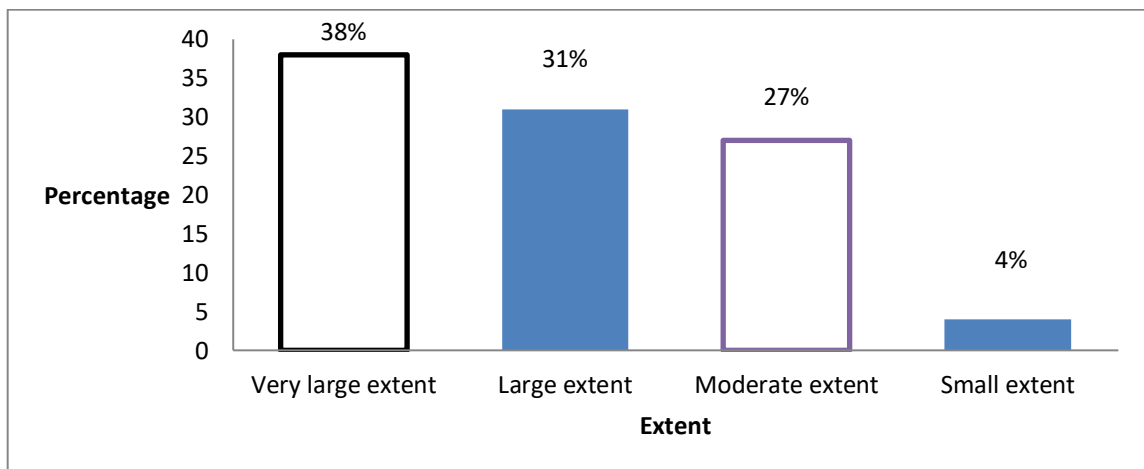


Figure 4.10 Extent to which project monitoring affect women empowerment projects in the county governments of Kenya

The table 4.10 and the figure 4.10 Table 4.10 and Figure 4.10 present the extent to which project monitoring affects women empowerment projects within the county governments of Kenya. According to the data, 38% of respondents indicated that project monitoring affects these projects to a very large extent, while 31% reported a large extent of impact. Additionally, 27% of respondents felt that project monitoring has a moderate impact, and 4% indicated that it affects these projects to a very small extent.

4.2.11 Stakeholder Participation

Table 4.11 Effect of stakeholder participation on women empowerment projects in the county governments of Kenya

Category	Frequency	Percentage
Yes	50	96
No	2	4
Total	52	100

Source: Research Data (2024)

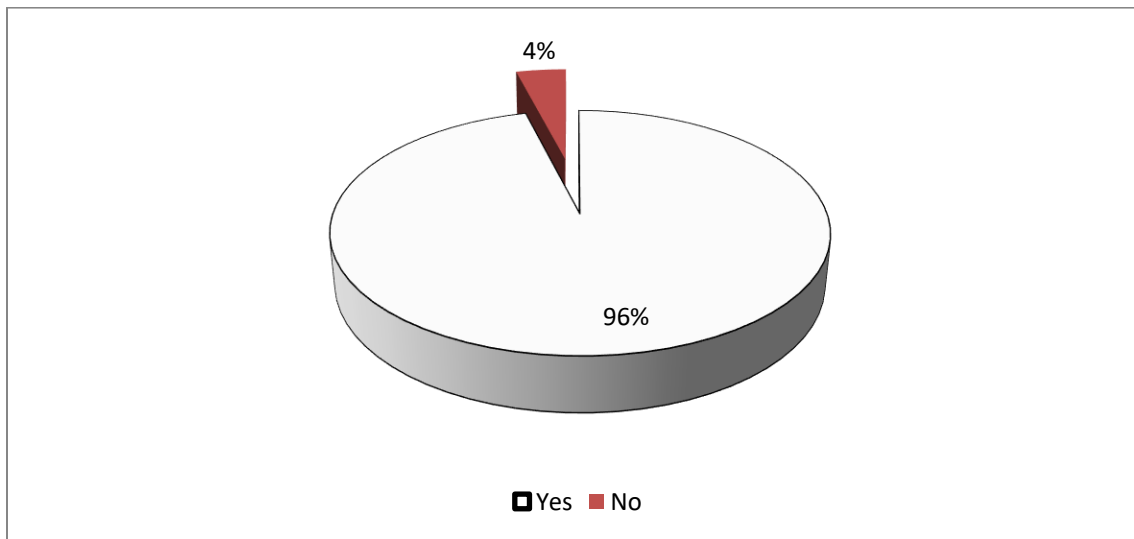


Figure 4.11 Effect of stakeholder participation on women empowerment projects in the county governments of Kenya

Table 4.11 and Figure 4.11 provide insights into the effect of stakeholder participation on women empowerment projects within the county governments of Kenya. According to the data, a substantial 96% of respondents agreed that stakeholder participation has an impact on these projects. In contrast, only 4% disagreed, suggesting that stakeholder participation does not affect these projects. These findings highlight the overwhelming consensus that stakeholder involvement is crucial for the success of women empowerment projects.

4.2.12 Stakeholder Participation

Table 4.12 Extent to which stakeholder participation affect women empowerment projects in the county governments of Kenya

Category	Frequency	Percentage
Very large extent	22	42
Large extent	17	33
Small extent	10	19
Very small extent	3	6
Total	52	100

Source: Research Data (2024)

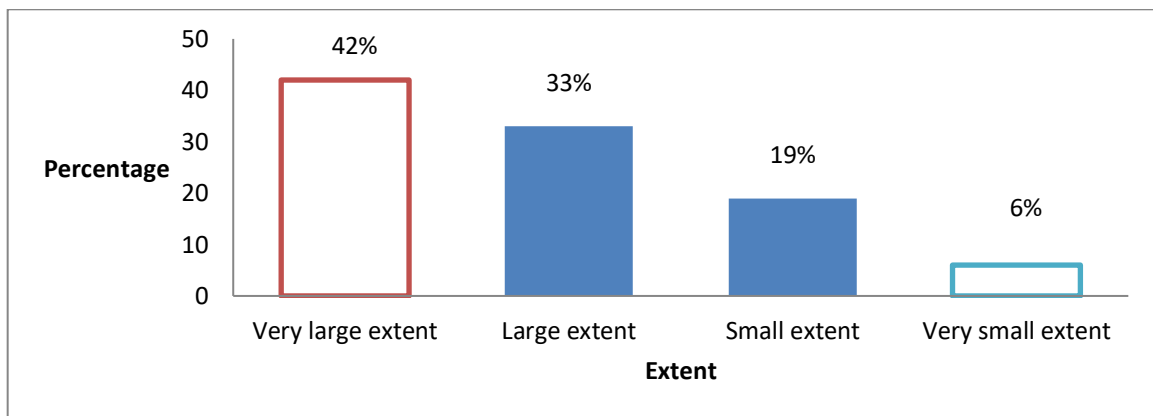


Figure 4.12 Extent to which stakeholder participation affect women empowerment projects in the county governments of Kenya

Table 4.12 and Figure 4.12 provide a detailed analysis of the extent to which stakeholder participation affects women empowerment projects within the county governments of Kenya. The data reveal that 42% of respondents believe stakeholder participation impacts these projects to a very large extent, highlighting the significant role that engagement plays in the success of these initiatives. Additionally, 33% of respondents reported that stakeholder participation has a large extent of impact, reinforcing the importance of involving key individuals and groups in project planning and implementation. However, the data also show a diversity of opinions on the impact of stakeholder participation. Specifically, 19% of respondents felt that it affects the projects to a small extent, while another 19% indicated that its impact is very small.

4.2.13 Project Management Practices

Table 4.13 Effect of project management practices on women empowerment projects in the county governments of Kenya

Category	Frequency	Percentage
Yes	48	92
No	4	8
Total	52	100

Source: Research Data (2024)

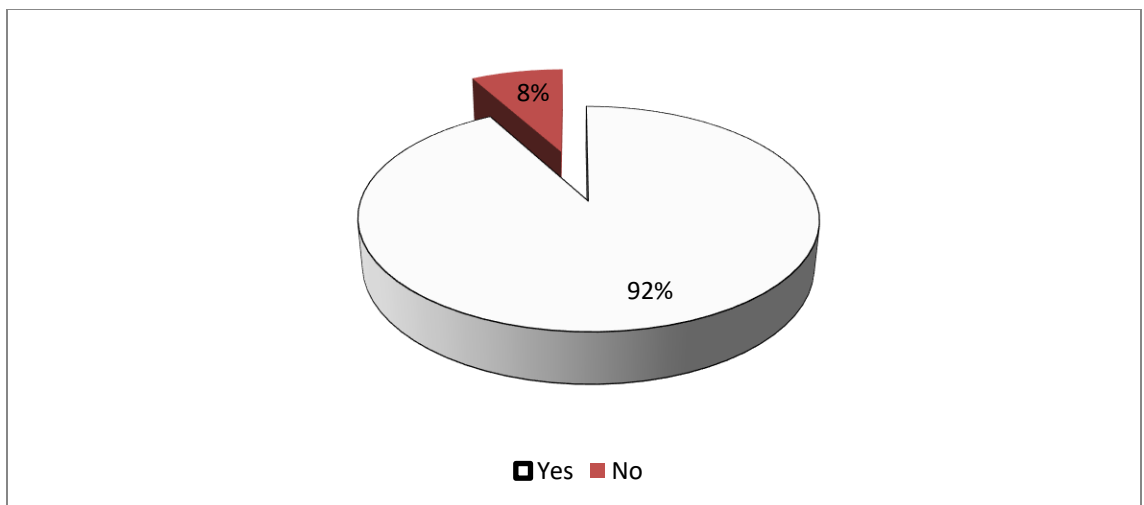


Figure 4.13 Effect of project management practices on women empowerment projects in the county governments of Kenya

Table 4.13 and Figure 4.13 present data on the effect of project management practices on women empowerment projects within the county governments of Kenya. According to the data, an impressive 92% of respondents agreed that project management practices significantly impact these projects. In contrast, only 8% of respondents disagreed, asserting that project management practices do not affect women empowerment projects. These findings underscore the critical role that project management practices play in the success of women empowerment initiatives. The overwhelming agreement among respondents highlights that effective project management is essential for achieving positive outcomes in these projects.

4.2.14 Project Management Practices

Table 4.14 Extent to which project management practices affect women empowerment projects in the county governments of Kenya

Category	Frequency	Percentage
Very large extent	22	42
Large extent	18	35
Small extent	7	13
Very small extent	5	10
Total	52	100

Source: Research Data (2024)

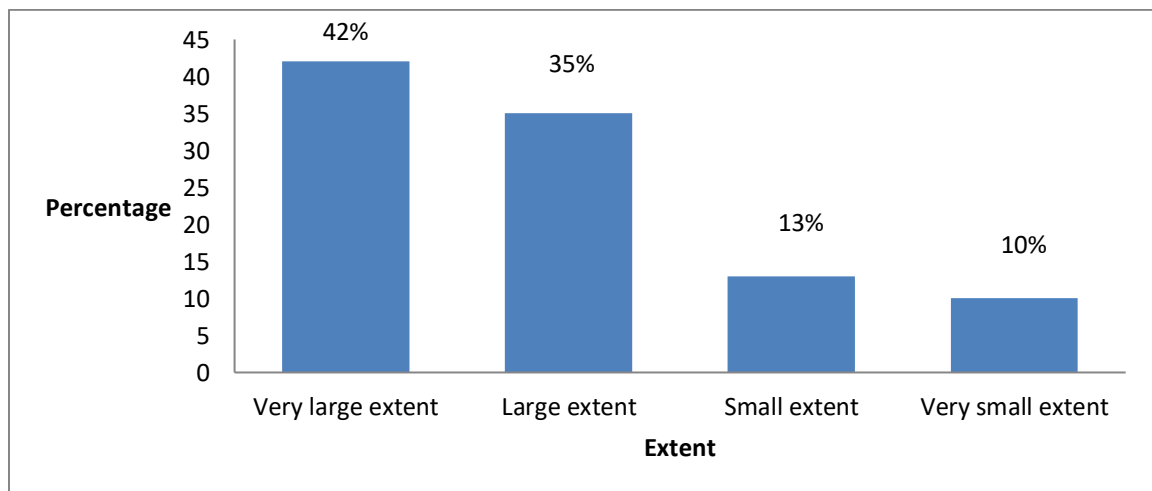


Figure 4.14 Extent to which project management practices affect women empowerment projects in the county governments of Kenya

The data reveal that a significant 42% of respondents believe that project management practices impact these projects to a very large extent. Additionally, 35% of respondents reported that project management practices affect women empowerment projects to a large extent. On the other hand, 13% of respondents indicated that the impact of project management practices is small, and 10% felt it has a very small extent of impact. This variation suggests that while a majority see substantial benefits from project management practices, there are differing opinions on the degree of their influence.

4.3 Summary of Data Analysis

4.3.1 General Information

The finding indicated the analysis of sampled respondents who participated in the study where 87% of the respondents responded while 13% of the respondents did not respond. The analysis indicated the total the number of male who responded were 62% while female were 38%. From the findings it can be concluded that majority of the respondents were male with a higher percentage rate. The finding shows the level of management of the respondent who participated in the study whereby 2% indicated top management, 6% indicated middle management response while support staff recorded 92% of the response. From the analysis it can be concluded that most of the respondents were support staff. The finding showed the age analysis whereby it was indicated that the organization had different age brackets, whereby the respondents with the age bracket of 18 to 27 year were represented by 46%, 28 to 37 years was 14%, 38 to 47 years indicated 19% while above 47 years was represented by 21%. From the study it can be deduced that majority of the respondents were between the age bracket of 18 - 27% years in the organization.

The finding showed the response on the work experience whereby a response of 15% indicated the response from those who had worked for less than 2 years while the response of 27% indicated response on those who had worked between 2 – 5 years, 23% represented those who has worked for the organization for between 6 – 8 years and finally above 8 years was represented by 35%. The finding showed the level of education of various respondents, whereby the findings indicated that 31% of the respondents were university graduates, 38% were of diploma level, 29% were of secondary level while 2% were of post graduate. From the study it can be deduced that the majority of the respondents have attained diploma level of education in the organization.

4.3.2 Project Planning

The analysis indicated the effect of project planning on women empowerment projects in the county governments of Kenya where majority of the respondents agreed project planning affect women empowerment projects in the county governments of Kenya with

a representation of 88% while 12% of the respondents disagreed it does not affect it in anyway. From the findings it can be deduce that project planning does affect women empowerment projects in the county governments of Kenya .

4.3.3 Project Monitoring

The finding indicated the effect of project monitoring on women empowerment projects in the county governments of Kenya whereby the response of 92% indicated that it does affect women empowerment projects in the county governments of Kenya while 8% indicated that it does not affect it in anyway. From the findings it can be concluded that project monitoring does affect women empowerment projects in the county governments of Kenya .

4.3.4 Stakeholder Participation

The finding indicated the effect of stakeholder participation on women empowerment projects in the county governments of Kenya where 96% of the respondents agreed that stakeholder participation does affect women empowerment projects in the county governments of Kenya while 4% disagreed it does not affect it in anyway. The findings showed that stakeholder participation does affect women empowerment projects in the county governments of Kenya .

4.3.5 Project Management Practices

The findings indicated the effect of project management practices on women empowerment projects in the county governments of Kenya whereby 92% of the respondents agreed that it does affect women empowerment projects in the county governments of Kenya while 8% indicated that it does not affect women empowerment projects in the county governments of Kenya. The findings indicated that project management practices does affect women empowerment projects in the county governments of Kenya .

CHAPTER FIVE

SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

This chapter contained summary of findings in relation to research questions, conclusions, and recommendations.

5.2 Summary of Findings

5.2.1 How does project planning affect women empowerment projects in the county governments in Kenya?

The findings indicated the extent to which project planning impacts women empowerment projects within the county governments of Kenya. According to the data, 42% of the respondents indicated that project planning affects these projects to a very large extent. Additionally, 31% of respondents felt that project planning affects women empowerment projects to a large extent. A further 15% of respondents indicated a moderate impact, while 12% reported that project planning affects these projects to a very small extent.

5.2.2 To what extent does project monitoring affect women empowerment projects in the county governments in Kenya?

The analysis showed the extent to which project monitoring affects women empowerment projects within the county governments of Kenya. According to the data, 38% of respondents indicated that project monitoring affects these projects to a very large extent, while 31% reported a large extent of impact. Additionally, 27% of respondents felt that project monitoring has a moderate impact, and 4% indicated that it affects these projects to a very small extent.

5.2.3 To what extent does stakeholder participation affect women empowerment projects in the county governments in Kenya?

The findings indicated the extent to which stakeholder participation affects women empowerment projects within the county governments of Kenya. The data reveal that 42% of respondents believe stakeholder participation impacts these projects to a very large extent, highlighting the significant role that engagement plays in the success of

these initiatives. Additionally, 33% of respondents reported that stakeholder participation has a large extent of impact, reinforcing the importance of involving key individuals and groups in project planning and implementation. However, the data also show a diversity of opinions on the impact of stakeholder participation. Specifically, 19% of respondents felt that it affects the projects to a small extent, while another 19% indicated that its impact is very small.

5.2.4 What is the extent to which project management practices affect women empowerment projects in the county governments in Kenya?

The data reveal that a significant 42% of respondents believe that project management practices impact these projects to a very large extent. Additionally, 35% of respondents reported that project management practices affect women empowerment projects to a large extent. On the other hand, 13% of respondents indicated that the impact of project management practices is small, and 10% felt it has a very small extent of impact. This variation suggests that while a majority see substantial benefits from project management practices, there are differing opinions on the degree of their influence.

5.3 Conclusions

The majority of respondents, representing 88%, agreed that project planning significantly affects women empowerment projects. In contrast, 12% of the respondents disagreed, asserting that project planning does not influence these projects. From these findings, it can be deduced that project planning plays a crucial role in the success of women empowerment projects within the county governments of Kenya. The overwhelming agreement among respondents highlights the importance of strategic planning in enhancing the effectiveness and reach of these initiatives. This consensus suggests that well-structured project planning can lead to more successful outcomes, providing a solid foundation for the implementation and sustainability of women empowerment projects..

According to the data, a significant 92% of respondents agreed that project monitoring affects these projects, whereas only 8% believed that it does not have any impact. From these findings, it can be concluded that project monitoring plays a vital role in the success of women empowerment projects within the county governments of Kenya. The

overwhelming majority of respondents affirming its importance underscores that continuous oversight and evaluation are crucial for ensuring that these projects achieve their intended goals and objectives. Effective project monitoring allows for the early identification of potential issues, accurate measurement of progress, and the ability to make necessary adjustments to improve project outcomes. The high level of agreement among respondents suggests that integrating robust project monitoring practices is essential for the sustainability and effectiveness of women empowerment initiatives. This highlights the need for county governments to prioritize monitoring mechanisms to ensure that these projects deliver maximum benefits and effectively empower women within their jurisdictions. By implementing comprehensive monitoring strategies, county governments can enhance accountability, ensure optimal use of resources, and ultimately achieve more successful and impactful women empowerment projects.

According to the data, a substantial 96% of respondents agreed that stakeholder participation has an impact on these projects. In contrast, only 4% disagreed, suggesting that stakeholder participation does not affect these projects. These findings highlight the overwhelming consensus that stakeholder involvement is crucial for the success of women empowerment projects. The high percentage of respondents who recognize the importance of stakeholder participation underscores its role in enhancing the effectiveness and reach of these initiatives. Stakeholder participation often involves engaging key individuals and groups who have a vested interest in the projects, including local communities, women's groups, non-governmental organizations, and other relevant entities.

According to the data, an impressive 92% of respondents agreed that project management practices significantly impact these projects. In contrast, only 8% of respondents disagreed, asserting that project management practices do not affect women empowerment projects. These findings underscore the critical role that project management practices play in the success of women empowerment initiatives. The overwhelming agreement among respondents highlights that effective project management is essential for achieving positive outcomes in these projects. Project management practices encompass various aspects such as planning, execution,

monitoring, and evaluation, which collectively contribute to the successful implementation and sustainability of empowerment programs.

5.4 Recommendations

5.4.1 Project Planning

The overwhelming agreement among respondents highlights the importance of strategic planning in enhancing the effectiveness and reach of these initiatives. The researcher recommends that well-structured project planning should be put in place so as to lead to more successful outcomes, providing a solid foundation for the implementation and sustainability of women empowerment projects.

5.4.2 Project Monitoring

Effective project monitoring can help identify potential issues early, measure progress accurately, and make necessary adjustments to enhance project outcomes. The study recommends that integrating thorough project monitoring practices is essential for the sustainability and effectiveness of women empowerment initiatives. The need for county governments to prioritize monitoring mechanisms to ensure that these projects deliver maximum benefits and empower women within their jurisdictions effectively.

5.4.3 Stakeholder Participation

It was recommended organization should provide it is evident that incorporating stakeholder participation into the planning and implementation of women empowerment projects is essential for achieving positive results. County governments should prioritize engaging a diverse range of stakeholders to ensure that these projects are well-informed, widely supported, and ultimately successful in empowering women within their jurisdictions. Participation promotes transparency and accountability, as stakeholders are more likely to hold project implementers accountable for the project's success and impact. Involving stakeholders ensures that the projects address the actual needs and priorities of the community, leading to more relevant and targeted interventions.

5.4.4 Project Management Practices

The researcher recommends that project managers ensure that projects are well-coordinated, resources are utilized efficiently, and objectives are met within the specified timelines. It involves setting clear goals, defining roles and responsibilities, managing risks, and regularly assessing progress. By adhering to sound project management practices, county governments can enhance the effectiveness of women empowerment projects, ensuring they are delivered efficiently and effectively.

5.5 Suggestions for Further Study

The study on women empowerment projects in the county governments of Kenya may not have fully covered all areas in regard to women empowerment projects in the county governments of Kenya. Therefore the researcher suggests that additional studies are required. Extensive research in this particular study may also focus on other factors affecting women empowerment projects in the county governments of Kenya. The researcher further recommends on other variables such as information technology on the same topic particularly in regard to women empowerment projects in the county governments of Kenya.

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APPENDIX I: LETTER OF INTRODUCTION

FACTORS AFFECTING WOMEN EMPOWERMENT PROJECTS IN THE COUNTY GOVERNMENTS IN KENYA WITH REFERENCE TO MURANG'A COUNTY GOVERNMENT

Introduction

Thank you for participating in this survey!

I am a student at the Management University of Africa and in my final year of study. As part of the requirement for the award of the degree. I'm undertaking a research project on "Factors affecting Women empowerment projects in the county governments in Kenya. All information obtained will be used for research purpose only and your identity will be held confidential.

Date: 11th July 2024

TO WHOM IT MAY CONCERN

PATRICIAH MUTHONI MUGO- BDS/21/00186/2/19

This letter serves to introduce the above named who is a **Bachelors of Arts, Development Studies (BDS)** student and is interested in carrying out research on Factors Affecting Women Empowerment Projects in the

County Governments of Kenya: A Case Study Of Murang'a County Government.

Any assistance accorded to her in pursuit of this study will be greatly appreciated.

Yours Sincerely,

Dr. Juster Nyaga

Dean, School of Management and Leadership



APPENDIX II
SURVEY QUESTIONNAIRE

The survey will take about 10 minutes. Taking part is voluntary. Thanks again for helping us!

No	Question	Options	Skip
Section 1: Background Questions			
101	What is your sex?	1. Male 2. Female 3. Other Tick as appropriate	
102	What is your age level management?	Top Management Middle Management Support Staff	
103	What is your age bracket in complete years	18-27 years 28-37 years 38-47 years Above 47 years	
104	How long have you worked at Murang'a County Government in complete years	Less than 2 years 3 -5 years 6 -8 years Above 8 years	
105	What is your highest level of Academic Qualification	Secondary Diploma University Post graduate	
EMPOWERMENT PROJECTS [II]			
206	Does project planning affect women empowerment projects in the county governments	Yes No	
202	To what extent does project planning affect women empowerment	Very Large Extent Large Extent Moderate Extent	

	projects in the county governments?	Small Extent	
203	Does project monitoring affect women empowerment projects in the county governments	Yes No	
204	To what extent does project monitoring affect women empowerment projects in the county governments	Very Large Extent Large Extent Moderate Extent Small Extent	
205	Does stakeholder participation affect women empowerment projects in the county governments?	Yes No	
301	To what extent does stakeholder participation affect women empowerment projects in the county governments?	Very large extent Large extent Small extent Very small extent	
303	Does project management practices affect women empowerment projects in the county governments?	1. Yes 2. No	
304	To what extent does project management practices affect women empowerment projects in the county governments?	Very Large Extent Large Extent Small Extent Very small extent	