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**THE ROLE OF TABLE BANKING ON SOCIO-ECONOMIC EMPOWERMENT
OF WOMEN IN LAIKIPIA COUNTY**



**A research dissertation submitted to Strathmore Business School in partial
fulfilment of the requirements for the degree of Master of Business Administration
of Strathmore University**

JUNE, 2018

DECLARATION

I declare that this dissertation has not been previously submitted and approved for the award of a degree by this or any other university. To the best of my knowledge and belief, the dissertation contains no material previously published or written by another person except where due reference in the dissertation itself.

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PURITY GITONGA

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Approval

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ABSTRACT

This study assessed the role of table banking on socio-economic empowerment of women in Laikipia County. The main objectives of the study were to measure the level of awareness of table banking in the county, determine the factors motivating women to borrow using table banking, examine the benefits of table banking as well as investigate the sustainability of table banking. The study was carried out in Laikipia County targeting women who currently belong and those who had left table banking groups. The study targeted 972 women who have enrolled with the recognised 21 table banking groups. Out of this number 822 is the estimated number of women who are still enrolled and 150 who are ex-members. For those in table banking, a sample of 269 was selected using snowballing technique, while census technique was adopted for 150 individuals who had left the groups. A questionnaire was used to collect primary data. Paired sample t-test statistic, at 95% confidence interval, was used to test whether there were statistically significant differences in socio-economic empowerment status between the women in table banking and women who had left table banking. The study found a strong positive relationship between the levels of awareness, motivation factors, benefits and sustainability of table banking and the socio-economic empowerment of women who were members of table banking. The paired sample t-test results showed that significant differences existed in the socio-economic empowerment status between the women in table banking and women who had left table banking. The study concluded that awareness of table banking was still low, motivation for participating in table banking included saving for school fees, raising business capital and sharing business ideas. Some of the key benefits included access to financing and socializing with other women. The sustainability of table banking was ensured by electing leaders with over three years' experience in table banking, who attended regular loan management forums. The study recommended that, given that the main foundation of forming table banking groups was friendship, women who come together for social gatherings, family meetings, church activities and the like may be sensitized on how they can use those existing friendships to start table banking group. The study also recommends that there is need to motivate members to enrol others and to maintain their membership in order to enjoy the benefits that come with table banking. The study finally recommends that there is need for table banking officials to attend trainings on how to ensure the table banking is sustainable. There is also need to revise the current policies and constitutions guiding the groups in order to accommodate women of all economic status. The program should include aspects like how to increase membership outreach and ensure high retention rate of members.

Key Words: Table banking, socio-economic empowerment, women, Laikipia county Kenya.

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LIST OF ABBREVIATIONS

CBK:	Central Bank of Kenya
JOYWO:	Joyful Women Organisation
KMPND:	Kenya, Ministry of Planning and National Development
KNBS:	Kenya National Bureau of Statistics
OECD:	Organization for Economic Cooperation and Development
UNDP:	United Nations Developmental Program



ACKNOWLEDGEMENTS

I wish to extend my deepest appreciation to everyone who made this research possible. In particular, my family for being so understanding and loving, fellow classmates for the encouragement to soldier on and R. Maina and team for assisting in data collection. Thank you.

I am truly indebted to my academic supervisor Prof. Ruth Kiraka for her support from the beginning of this research. I appreciate her more for being so reliable, helpful and giving proper guidance. Thank you.



DEDICATION

This document is dedicated to:

My late father James Murimi Gathungu and my late brother Antony Mwangi Murimi.
May their souls continue to rest in peace.

AND

The most beautiful people in my life: my husband Gitonga Kabugi, children Yvette Wangari, Warren Kabugi, Brian Murimi and my sweet grandchildren Ari and Bri.



CHAPTER ONE:

INTRODUCTION TO THE STUDY

According to Dupas, Green, Keats and Robinson (2012), there has been a massive growth in the alternative credit arrangements globally especially in the informal savings sector. More than 70 percent of the people in the emerging markets do not have a bank account and have come up with their own ways to save money despite the aggressive marketing in the formal banking sector (Global Report, 2014). Most of the people have formed informal saving groups. The people consider informal saving groups more accessible than the formal banks and financial institutions as they are keener in the provision of financial services to low incomers with the aim of empowering themselves economically (European Commission, 2012). Socio-economic empowerment is the ability of the historically disadvantaged to engage in economic activities that benefit both the individual and the broader society (Frey & Jegan, 2012).

An individually or community level-social organized group formed to help members to save money for specific reasons is what is termed as an informal savings group (FAO, IFAD, ILO, 2015). Over 57 percent of the world's population has adopted the informal saving groups with slightly over 30 percent coming from the developing countries (Global Report, 2014). There are two common examples of informal saving groups; the Rotating Savings and Credit Associations (ROSCAs) commonly termed as merry-go-rounds' and the Accumulated Savings and Credit Associations (ASCAs). The ROSCAs is whereby the whole amount of contributions is collected from each member and given to one member of the group. The collection is based on a predetermined rotation whereby each member will eventually get their share. The ASCAs also require members to make contribution but instead of rotation pay outs, the group makes loans that are given to the members and are later paid back with interest. The loans are usually given to the group members or other trusted third parties. After six months or one year, the group funds from the interest are given to the members (Goss et al., 2011).

As of 2009, the Fin Mark Trust's Financial Scope (2015) survey found that there were about 37 million people participating in informal savings groups in East Africa. In Nigeria alone, there were 41 million people participating in informal savings groups. The benefits that individuals gain from participating in such groups are either tangible or intangible social benefits. Another one of the informal lending models is table banking. This is whereby members of the group contribute their savings around a table and immediately after borrow the money either for a short or long period of time and pay back with interest (Global Report, 2014).

The origin of table banking can be traced from early civilization when money was exchanged at tables known as "Trapezes" which was first identified in Greece when ancient banking practices were conducted (Lin, 2015). During the ancient practice of table banking, money collectors received and documented amounts deposited by individuals and was then borrowed and lent to members of the solidarity group. As a participatory action process, table banking mediates between entrepreneurial intent for implementation and achievement of critical economic empowerment outcomes. Thus, the participatory action process is enhanced through shared information and acquisition of knowledge with which people work to gain mastery of skills to promote equity and improve the quality of life (Khandker, 2014).

The money is given according to members' needs and whether the borrower is credit worthy. The group members usually meet once in a month (Harper, 2015). The economic empowerment according to the Organization for Economic Cooperation and Development (OECD 2011, pg. 8.), is the capability of both men and women to make contributions, get benefits and participate in growth processes that respect their value of contributions, respect their dignity and enable a fair distribution of benefits of growth. Economic resources are increased by economic empowerment especially opportunities in jobs, property, asset, skills and market information.

Money placed on the table can be borrowed more than once according to the members' contributions which are called shares. The standard period of payment for a short-term

loan is three months (Howarth, Finnegan and Richardson, 2014) while a long term loan has a standard period of between six and 36 months. According to Warue (2012), as the loans are processed in the ground level, it takes about a month to process a long term loan while short term loans are given on the spot as they are easy to process. In comparison to banks and micro-finance institutions, loans are easily processed and accessed therefore making the table banking a source of capital for entrepreneurs (Ford Foundation and Sawarung, 2013).The money contributed is used by the women for their livelihood projects. In comparison to banks and micro-finance institutions, table banking has become a source of capital for most of the entrepreneurs as their interest rates are friendly and is easily accessible (Start-up Academy, 2014).

Mengo (2014) confirms that table banking is gradually becoming a main source of small loans for women in East Africa. He notes that the main benefit of table banking is pooling resources together and lending to members who are in need. Table banking mainly aims to empower women, who are marginalised, suffer from domestic violence, cultural prejudices as well as economic alienation. Table banking having emerged as the main financier of unbanked women across Kenya has been reported to have positive effect evident from community members' testimonies on livelihood improvement.

This study was grounded on the theory of Lewin's model of cohesion and the Sustainable Livelihood Theory which have been discussed in the context of table banking and economic empowerment of women. According to Lewin's model women are motivated to join a group if the forces of attraction which are the benefits are high. Likewise, Sustainable Livelihood Theory is based on ideas which need to be adopted as their time has come. If adopted then benefits are certain if the best procedures are followed and implemented (Morse and McNamara 2013).

1.1 Background to the Study

In Kenya, according to the *Kenya Vision 2030* that was launched in 2008, Action Aid International Kenya introduced table banking in Eastern Kenya through a project that aimed at supporting alternative livelihoods for people that are mostly affected by climate

changes, banditry and other calamities (Kenya, Ministry of Planning and National Development, 2016). Table banking was later developed under the former Ministry of Planning and Kenya Vision 2030 by the Poverty Eradication Commission. The main objective of the *Kenya Vision 2030* is to assist Kenya in providing high quality of life to its citizens and transform into a well industrialized country in an environment that is clean and secure (Owino, 2016). Another aim of the Vision 2030 is to ensure poverty is eradicated both in the rural and urban areas. Despite the impressive results of table banking under then *Kenya Vision 2030* project, the Government of Kenya did not continue with the roll out. It was noted that the public had already adopted table banking and were ready to implement it with or without the assistance of the government (Karanja, 2012).



It is estimated that there are 1.2 million table banking groups of which 300,000 are registered and are estimated to manage about \$4billion per year which is an average of \$11,000 per table banking group while almost 900,000 are unregistered in Kenya (Growth hub, 2014). It is also estimated that about 33% of Kenyans are members of table banking groups and majority of them are members of more than one table banking group. There are some ordinary groups that have not registered as table banking like the Milele alliance, Mapato Group and the Awesome Group which aim to convert to table banking groups (Njoki, 2012). According to the Joyful Women Organisation report (JOYWO, 2008), poor women in the society today are the ones making most of the table banking groups in Kenya. The rule of registration of the groups is that each group should consist not less than 15 members. These members are usually derived from women of similar status and backgrounds.

Uptake of table banking since 2010 has been on the rise in some areas of Laikipia like Rumuruti, Nyahururu and Lamuria, however it has been very low in other parts like Mukogondo, Ngarua and Olmoran (CIDA, 2014). Laikipia County has been purposively chosen for this study for several reasons. First, it was among the first counties that had a roll out to adopt the table banking after Eldoret where it originated (Action Aid 2012), and second due to the marginalization of women especially in Laikipia North which are

considered among the resource-poor regions of the County (Njiro 1999; Commission on Revenue Allocation [CRA] 2012). Besides the massive recruitment and the benefits that come with table banking there are a considerable number of women who have been withdrawing from the groups thus warranting a study to investigate some of the causes and draw policy recommendations.

1.2 Research Problem

According to 2009 Kenya population and housing census, women constitute 51% of the Laikipia County population (KNBS, 2009). Majority of the women have no access to mainstream banking either by choice, fate or due to deep rooted cultural and socio-economic factors that for a long time have worked to the women's disadvantage (CBS & World Bank, 2016). The situation has been worsened partly due to the high interest rates that are imposed on loans by financial institutions making it very difficult to access the funds (GoK, 2016). The situation was further worsened in 2016 by the capping of interest rates resulting to high risk borrowers such as micro-entrepreneurs being denied credit (CBK, 2017). According to a report by KNBS (2017) the rate of women borrowing reduced from 43% in 2013 to 17% in 2017 which has been catalysed by commercial banks closing the unsecured loans.

The uptake of table banking has been slow as this has been hampered by; lack of enough capital that can sustain their borrowing, lack of training on how to invest their borrowing, rules that are not binding resulting in massive loses as a result of unhonoured loans, lack of training on how to motivate other women in joining table banking which has seen the number of table banking groups reduce and lack of understanding in linking table banking with how they can be a source of economic empowerment (CIDA, 2014).

As a result, there has been limited socio-economic empowerment for women especially the non-working category which has greatly affected women socio-economic development in Laikipia County. The county has witnessed low capital equipment ownership, reduced business premise ownership, malnutrition, low education enrolment,

high dropout rate mostly of children of single women and the poor water sanitation resulting in increased waterborne disease prevalence (KNBS, 2017). Whereas on one hand table banking is perceived as contributing to the economic wellbeing of women, on the other hand, it is marred with challenges that undermine its effectiveness. To this end, there is need to establish the role of table banking and its contribution to the economic empowerment of women in Laikipia County.

1.3 Research Objectives

The main aim of the study was to assess the role of table banking on the socio-economic empowerment of women in Laikipia County.

1.3.1 Specific Objectives

Specifically, the study aimed to:

- i. Establish the level of awareness of table banking as a source of socio-economic empowerment of women in Laikipia County.
- ii. Determine the factors motivating women to use table banking to promote their socio-economic empowerment in Laikipia County.
- iii. Analyse the benefits of table banking to the socio-economic empowerment of women in Laikipia County.
- iv. Evaluate the sustainability of table banking as a model of socio-economic empowerment of women in Laikipia County.

1.4 Research Questions

The following research questions guided the study

- i. What is the level of awareness of the table banking as a source of socio-economic empowerment of women in Laikipia County?
- ii. What factors motivate women to use table banking to promote their socio-economic empowerment in Laikipia County?
- iii. What are the benefits of table banking to the socio-economic empowerment of women in Laikipia County?

- iv. How sustainable is table banking as a model of socio-economic empowerment of women in Laikipia County?

1.5 Scope of the Study

The study focused on assessing table banking as a model of socio-economic empowerment of women in Laikipia County. The choice of Laikipia County was motivated by the fact that the county was among the first to launch table banking (Action Aid 2012), and due to the marginalization of women especially in Laikipia North which is considered to be one of the most resource poor regions of the country (CRA, 2012). Therefore, conducting a study in this area provided meaningful conclusions and recommendations for generalization to socio-economic empowerment of women in Kenya.

According to the Kenya National Census of 2009, there were 137,321 women in Laikipia County (KNBS, 2009). Of these, 822 are still active members of table banking out of which a sample of 269 was taken. 150 women who had left were also sampled. The data collection exercise took a period of two months.

1.6 Justification of the Study

This study will be beneficial to policy makers, savings organisations and scholars. The study will be of importance to policy makers as it recommends areas that need their attention in promoting the socio-economic empowerment of women. They may formulate policies that will motivate women to participate in table banking for their development. The study has highlighted success and failure factors of table banking and may therefore contribute to appropriate policy development.

For the saving organisations, the study sheds light on why women opt for informal borrowing rather than the formal borrowing. The study provides insights on how formal savings organizations like banks may want to package their products to make them attractive to those otherwise excluded from their services.

The study also benefits academicians who assess informal models of access to financial services, by providing insights into table banking, the processes involved in setting up the groups, as well as the successes and challenges that may be encountered in implementing this informal banking model.



CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

The literature review chapter starts with a theoretical review followed by empirical literature. It provides an in-depth analysis into the objectives of the study and reviews studies on the table banking and how it empowers women. The chapter concludes by highlighting the research gaps and developing a conceptual framework for the study.

2.2 Theoretical Review of Literature

The theories that relate to table banking and economic empowerment are outlined in this section. The theory of Lewin's model of cohesion and the Sustainable Livelihood Theory are discussed in the context of table banking and economic empowerment of women.

2.2.1 Lewin's Model



This theory was coined by Lewin and Cartwright in 1951. It was based on group cohesion which they defined as the willingness of people to stick together and without the cohesiveness the group would not exist. Kurt Lewin established this model to represent the relationship between goals and behaviours and entails the factors that affect an individual at a specific time (Costa and McCrae, 2012). These factors are psychological in nature for example, the person's goals and their impressions regarding the present situation. The model also entails the biological and physical factors that expressly influence an individual's psychological state (Castells, 2011).

The assumption in this model is that if a person perceives that a given group will help in fulfilling his or her goals, the group then becomes attractive to him or her and therefore has a positive impact to the individual. The individual will be driven to join a group if the force of attraction is great. Notably, the overall cohesiveness of a certain group is the sum of all the positive forces in each member's life space (Breckler et al., 2006). Women in self-help groups will need to find ways that will make them remain in the groups and continue with table banking as a way of empowering themselves and by communicating the benefits in order to motivate others to join them.

The theory was further developed by Tuckman in 1965 (Dunn and Arbuckle, 2001). Tuckman argued that groups can be more than the sum of their parts and that individuals can change when put into groups. Tuckman notes that if people have complementary characteristics, when they are put together a synergy is created. Moreover, if people in a group have conflicting characteristics, then they will never work as a team. Notably, groups have a life that is separate from that of the people forming them. They develop through certain stages irrespective of the personalities or objectives of the people involved (Greiner and Wang, 2009).

Tuckman (1965) introduced the forming, norming, storming and performing model of how the groups develop and relate. He noted that during the forming stage, members of a given group get to familiarize with one another and share roles together as they assess where they stand in relation to each other. Rivalries start at this stage. The storming stage entails conflicts and polarizations. Members may rebel against their leaders even as they try to establish their status as well as their roles in the group (Demirgüç-kunt et al., 2009).

The next stage is the norming stage that is characterized by cooperation since members work hard towards a common goal. This is the stage where group cohesion occurs and it increases mutual respect. Moreover, people can give their opinions freely. At the performing stage, the roles of the group members become flexible as well as functional. The relationships between group members have stabilized and the main goal at this stage is the success of the group (Sreeramulu, 2006). Notably, table banking entails self-help groups that are dependent on how cohesive the group members are. The above stages will be experienced in most of the groups, but the more cohesive the group members are, and the longer they stay in the performing stage, the more likely they are to guarantee each other's loans and borrow money through table banking (Thye and Lawler, 2002).

This study was anchored on Lewin's Model by investigating how the group formation that results in table banking influences the socio-economic status of its members. This

theory supports the level of awareness and contribution or benefits that come with joining table banking.

2.2.2 Sustainable Livelihood Approach Theory

Morse and McNamara (2013) identified two basic forms of development on which the sustainable livelihood approach is based. There is a broad process of advancement in human societies today that is known as immanent development (or what people are doing anyway). The immanent is usually facilitated by processes that share new ideas and technologies such as globalization and community integration. The second one involves the process whereby the government and non-governmental organizations implement development projects and programs to help the poor which is the *intentional* (or Interventionist) development. These projects are mostly resource and time- bound but tend to assume that the gains achieved will continue after the end of the project.

Several interpretations and explanations of Sustainable Livelihood Approach (SLA) have inspired developmental agencies and they have used this concept towards poverty reduction (Gugerty 2007). Three reasons have been outlined to show why the sustainable livelihood approach theory has been applied in poverty reduction. This is due to the realization that despite the fact that economic growth is an important aspect in poverty eradication, there is still no solid relationship existing between the two as it depends with the poor to take advantage of growing economic opportunities. It is therefore important for support activities to be established so as to know what prevents the poor from improving their situations.

Another reason is the realization that poverty is not only caused by lack of or low income but other factors such as health, illiteracy, lack of important social services, state of vulnerability and the feeling of lack of power (Kaufman and Valderrama, 2008). These factors have connections among themselves such that when there is an improvement in one, then it will have a positive effect on the other. For example, if people's educational levels are increased, then it will have a positive effect on health and this ends up in people's improved productivity.

Lastly, it is important to realize that the poor are familiar with their situations and their needs (Marti and Mair, 2009). Therefore, they will be involved in designing policies as well as projects that are intended to better their lot. The poor women thus engage more in economic activities like table banking to help reduce poverty and empower more women to join self-help groups to improve on their livelihoods (Krantz, 2001). In this sense, the theory is co-opted as an alternative development approach to counter failures of mainstream development theories that focused on industrialization and biasness towards urban centres. This led to the poor being trapped in a vicious life cycle of poverty pushed by lack of resources (Fazio, 2004).

This theory is relevant in this study as it suggests that sustainability of table banking depends on individuals' actions and the level of trust that others will disclose truthful information about themselves, which has an impact on the choices that others make, resulting in participation by more members thus ensuring sustainability.

2.3 Empirical Review of Literature

2.3.1 Level of Awareness of Table Banking

In Africa, table banking awareness is still low. In rural areas, is where table banking was started according to the Dynamics Survey (2013), due to the devastating effects of post-election violence, lack of education and finances after discovering that rural women were living in abject poverty. It was also noted that women in the rural areas were more vulnerable to diseases, malnutrition, abuse and poverty related issues. Women carry the world's heaviest burden of caregiving and also poverty due to their role as producers, investors, consumers and farmers. Women also play the greatest roles in the world by ensuring security in food and nutrition, poverty eradication and improving the wellbeing of their families. These lead to challenges like gender discrimination that deny the society opportunities, assets, resources and services (Shane & Venkataraman, 2015).

According to Howarth et al., (2014) in Africa, table banking has gathered great momentum and taken root as a leading business model. It was also emphasized by Action

Aid in 2006 whereby Shane (2013) indicated on the need for creating awareness of table banking so as to ensure that women entrepreneurs embraced it effectively both in the rural and urban areas in their self-help groups and SME to easily access finances for their businesses. Shane (2013) notes that with much publicity, larger lending volumes are expected, in the years ahead which is good for the table banking though the awareness of table banking could still be low. A study by Christakis (2011) shows that besides the awareness done through televised campaigns, the rate of membership withdrawal in table banking still remains high.

Asseto (2014) confirmed that some SMEs in Kenya had adopted table banking so as to empower themselves as it helped them to save as well as access loans for the investment from their contributions. Empowerment was achieved through running several income generating projects as well as vocational training and education for the adults.

2.3.2 Factors Motivating Women to use Table Banking

Lin (2015) suggests that in developing countries, women in general have embraced the use of informal banking methods rather than the use of formal banking methods such as the banks and SACCOs (Savings and Credit Co-operatives Society). According to Khandker (2014) the use of the informal banking methods among women has led to women starting up businesses and investing through the table banking. Costa and McCrae (2012) explained the success of table banking worldwide. The study's main focus was to motivate woman to borrow from the groups they had formed. This led to low cost advantages, easiness in finance accessibility and convenience.

It was noted by Gugerty (2007), that in Africa, most of the people especially women are more comfortable to borrow in the informal saving groups than the formal ones for economic and social needs. This is because the informal groups charge fair interests compared to the banks and thus the borrowers are able to service their loans effectively and without difficulties.

Since women cannot afford insurance premiums, majority of them obtain these credits with ease from their informal savings groups to take care of their household and for precaution purposes in times of disaster or illnesses (Gugerty 2007). Additionally, the finances women obtain from these saving models is sometimes also used to finance community projects. Kaufmann and Valderrama (2008), also noted that these informal saving models such as table banking, are very beneficial to both the borrower and the lender as they reduce expensive intermediary and transactions costs. On a national scale, table banking is economically viable as it reduces costs compared to formal lending schemes. As all members of a table banking group know each other and come from the same community, this greatly helps in reducing transaction costs.

According to Castells (2011) women are motivated to join table banking as it eases ways of accessing funds. Asseto (2014), states that by bringing funds closer to women they are empowered to successfully fight poverty, enhance financial soundness and ensure a profitable operation of businesses. The table banking has also been greatly adopted by small and medium enterprise groups as they are able to easily access loans from the groups to grow their enterprises (Warue, 2012). Due to the easiness of accessibility to the funds, women have involved themselves with income generating projects, vocational training and adult training as it is easy to access their monthly contributions in the table banking groups.

A study by Arvanitis (2015) to evaluate why women are motivated to join table banking found that the main aim was the convenience that comes with the table banking. The study findings showed that financing especially in rural areas was a challenge due to risks that come with borrowing and risks that affect the environment. Due to market uncertainties, borrowers lack ideas on how to gain funds. Dellient et al., (2006) indicate that the main purpose of table banking is to ensure the empowerment of the poor which is very convenient to better their livelihood. Different from *chamas*, microfinance institutions and banks, table banking does not need evaluation of borrowers' possessions to find out if they qualify for the loan, instead table banking gives priority to those with no collateral so as to improve their financial status. Therefore, the main aim of table

banking is to ensure that credit is accepted as a human right to everyone and thus no one needs to be denied the opportunity to borrow money.

2.3.3 The Benefits of Table Banking

The Market Mogul (2014) asserts that the primary objective of table banking is bringing the financial services closer to the poorest in order to empower them. According to Morse and McNamara (2013) table banking is unique as it is based on group guarantee as well as household collateral.

Amunga (2013) asserts that there could be several benefits that accrue to table bankers. He noted that table banking ensures that the members attain financial self-sufficiency. He also noted that previously the table banking groups only depended on members limited savings to lend funds to the members, but this has changed as donors are incorporated in the groups to ensure there is more lending capital. Bandura (2012) notes that table banking may ensure that there is multiple product development which is essential as the needs of the members are met. Many women in different counties have become great beneficiaries of table banking as they have started many activities such as: dry-land fish farming, rabbit farming, and poultry keeping even by the disabled women.

In addition, Obiria (2015) stressed that table banking had boosted many women's social and economic standards. Women no longer depended on husbands for money as they could rely on the proceeds that they received from the table banking group they were in. Table banking members are categorized as ordinary, accumulative, or preference members allowing them to include at least five ordinary members who can be beneficiaries.

Ruto (2015) confirms that table banking is a financial model that enables members of solidarity groups to contribute, borrow as well as save money for entrepreneurial activities. Money that is contributed through table banking is availed to members as short term or long term loans. Glanz et al., (2012) asserts that many women from this group have claimed success from the association ranging from ability to pay university fees for

their children to starting businesses, engaging in agriculture, gaining financial stability, buying land and provision for the family.

2.3.4 Sustainability of Table Banking

Collins (2011) posits that to ensure sustainability of table banking, financial base and lending pool should be considered. Frey and Jegan (2012) study shows that the lower the lending rate the more sustainable the table banking groups are. The findings also shows that ease of access of loans, low interest and prolonged loan time resulted to motivating members to join the table banking. Loans given to members also keep members within the group unlike those who have been denied loans.

According to Khandker (2014) to ensure sustainability of table banking, there is need to amend some of the policies that lead to high exit rate of members. This includes, the amount of member contributions, number of shares per member, time of loan processing, amount of loan applied and given, collateral needed for loans as well as loan worthiness of members. The fairer the policies the more sustainable the group becomes.

According to Global Report (2014), for the table banking to be sustainable there is need for collaboration between officials and members. This is enhanced by electing officials with better management skills and those who have had over two years of experience in the same capacity or under the management category within the table banking groups. A study by Omukhango (2016) shows that in Rwanda, 34% of the table banking that collapsed within the first three years was as a result of shortage of skills by the officials managing the table banking.

A study by Christakis (2011) in South Africa on factors influencing sustainability of table banking shows that 23% of the groups were sustained through; commitment from members in contributions and high attendance in empowerment training. The study further shows that female groups with 71% could be sustained longer than 39% of the groups that contained male members. Regression analysis used show that there was a significant relationship between gender and level of table banking sustainability.

2.3.5 Socio-economic Empowerment of Women

Socio-economic empowerment is understood as the process of developing a sense of autonomy, self-confidence and acting individually and collectively to change social relationships (Goetz, 2007). Christakis (2011) suggests that women's participation in table banking has helped them to secure their future through regular savings. It has also given opportunity to women to gain assets resulting in more women with no collateral to access loans within table banking. Women in table banking attend regular trainings and meetings that have built member capacities such as entrepreneurial skills, financial management and marketing skills.

Frey and Jegan (2012) in their assessment of economic empowerment of women engaged in table banking in Mexico, showed that 36 percent of women had lower levels of economic empowerment while only 8 percent were highly empowered. The study recommended that since women in the country were involved in household expenditure including education of their children, nutrition and well-being, then empowering them and advancing their economic status would enhance the full prospects of social and economic progress for the community. Findings further showed that through table banking, there was an influence on economic growth in the country.

Amunga (2013) found that embracing table banking programs in Yugoslavia resulted in the establishment of new businesses among the women in the region thus enhancing their social life. Omukhango (2016) noted that women groups in Ghana especially the market women groups, petty traders, salaried workers and artisans engage in a 'susu' scheme which is essentially a form of table banking that trades in money and involves regular and periodic collection of fixed amounts of deposits that are made available to the owners after a given period of time or required by borrowers at a minimal fee. In addition, it was noted that the scheme actually aided women in improving their living standards and was a major step towards economic freedom in an otherwise complex environment in gaining financial access. Collins (2011) found that table banking was instrumental in women socio-economic empowerment in income generating activities. Some members have used

the loan to start business; some use it to scale up the existing business, others use it to add a new business.

Loans have enabled women to own assets, for example Bandura's (2012) study in Yemen show that, for every 10 per cent increase in borrowing had led to an increase in women non-land assets by two per cent. Table banking had enabled women to purchase paddy, start cow rearing, start petty businesses, purchase vehicles, open tea shops, leased land and take up collective projects. The success of members' businesses were attributed to groups' regular meetings and trainings where members gained skills and shared business experiences which helped them to overcome day to day hurdles. It also helped members without any business experience who were usually nervous and wary of starting their own business to overcome such fears (Obiria, 2015).

Morse and McNamara (2013) study showed that table banking had improved technical and practical skills of women in Burundi through training exposed to members and sharing of business experiences. These enhanced managerial skills such as; planning; decision making, ability to facilitate a group meeting and managing the enterprise. It also increased articulation abilities such as self-confidence and self-esteem. There was also a boost in the entrepreneurship qualities such as risk taking, creativity, novelist and resourcefulness. A study conducted by Glanz et al., (2012) noted that after women joined table banking they were able to resolve conflicts among themselves even without the leaders.

A study conducted by Shane and Venkataraman (2015) found that the training of members provided by the table banking program enhanced their entrepreneurship skills as well as their ability to perceive and process new information, evaluate and adjust to changes, which in turn increased both their productivity and self-confidence. Howarth et al., (2014) reported that table banking had enabled women to avoid lengthy procedures of obtaining loans and also cut them off from expensive loans with interest rates as high as 26 percent. It had actually become a main source of small loans for women in East Africa. Overall therefore, table banking has enhanced the socio-economic status of

women through ownership of property, increased household income capacity and empowerment decision making support.

2.4 Research Gap

Noted challenges that push women to join table banking include; lack of property rights, gender discrimination, unfavorable bank products, low income, mobility constraints and illiteracy (Shane & Venkataraman, 2015). Despite the importance of table banking to motivate women's empowerment in socio-economic growth and employment creation (Amunga, 2013; Collins, 2011; Christakis, 2011; Frey & Jegan 2012; Omukhango, 2016), empirical studies on their investment decisions are few and scanty in the Kenyan context. This leaves a knowledge gap that the study sought to fill.

Theoretical and conceptual reviews affirm that table banking can have a significant impact on women socio-economic empowerment, community development, national welfare and economic growth. Despite most women groups adopting table banking few studies have assessed its benefits in terms of socio-economic impact. This study sought to assess the role of table banking on the socio-economic empowerment of women who have adopted it, using Laikipia County as a case study.

The study determined the effects of independent variables on the dependent variable to develop a framework for the relationship between table banking and the socio-economic empowerment of women in Laikipia County. Socio-economic empowerment of women was the dependent variable in the study. This was measured by analyzing; ownership of property, household income capacity and decision making capacity.

The independent variables under study were level of awareness, motivating factors, benefits of table banking and sustainability of table banking. Level of awareness was assessed by analysing; inter-organizational networking, training partnerships and individual networks formed. Motivating factors were measured by rate of dividend share-outs, loan use and investment and rate of savings deposit. Benefits were measured by low cost advantage, accessing funds and convenience. Sustainability was measured by rate of

new group formation, membership outreach and membership retention. This is as presented in Figure 2.1 below

Independent Variables

Dependent Variable

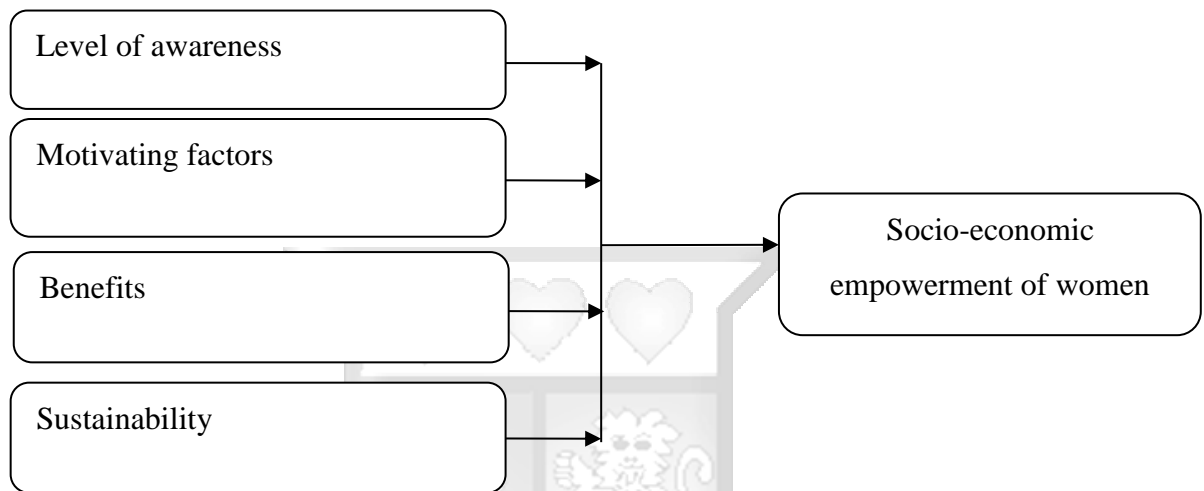


Figure 2.1: Conceptual framework

The variables are operationalized in table 2.1 below

Table 2.1 Operationalization of variables

Variable	How it was measured	Type of variable (Nominal, Ordinal or Interval)	Supporting literature
Level of awareness	<ul style="list-style-type: none"> • Anticipated level of group trust • Expected training • Involvement in decision-making 	<ul style="list-style-type: none"> ➤ Nominal ➤ interval 	Howarth et al., (2014) Shane (2013)
Motivating factors	<ul style="list-style-type: none"> • Access to business capital • Ability to save • Socializing • Networking • Involvement in joint/group projects 	➤ Interval	Gugerty (2007) Castells (2011) Dellient et al., (2006)
Benefits	<ul style="list-style-type: none"> • Low cost advantage • Accessing funds • Convenience 	➤ Interval	Amunga (2013) Obiria (2015) Ruto (2015)
Sustainability	<ul style="list-style-type: none"> • Rate of new group formation • Membership outreach • Membership retention 	➤ Interval	Collins (2011) Frey and Jegan (2012) Christakis (2011)

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter outlines and discusses the research methodology that was employed to meet the research objective of assessing the role of table banking on socio-economic empowerment on women groups in Laikipia County. It provides insight on the study population, data collection instruments and procedures, the methods used for the research, the measurement tools applied to collect the data and the statistical analysis applied. The chapter concludes by outlining the research quality and ethical consideration.

3.2 Research Design

The study adopted a descriptive study design. Cooper and Schindler (2008) assert that a descriptive design aims to describe the phenomena, for instance, the views of the sampled respondents regarding the themes of study. As explained by Martin and Field (2005) it helped in collecting data concerning behaviour, attitude, values and characteristics. Thus, this design was useful in gathering information on the socio-economic characteristics of the study groups such as demographic data, levels of awareness, economic status, social benefits, and entrepreneurial activities. The design was appropriate in collecting current data that was quantitative in nature. Besides, the design was robust in examining the relationships studied given its ability to capture the population characteristics in their free and natural occurrence.

3.3 Population and Sampling

3.3.1 Population Size

In determining the target population for this study, two distinct populations were targeted: women who already belonged to table banking groups as well as women who had left table banking for various reasons. The respondents who had left assisted in ascertaining the influence of table banking on women with precise interest on their socio-economic wellbeing, by comparing their data with that of those who were still members.

According to Kenya National Bureau Statistics KNBS (2009) Census Report, Laikipia County has a total population of 137,321 women who are above 18 years of age. Out of this number, a total of 972 consist of women who still belong and those who have exited the table banking groups since 2010. The current recognised table banking groups are 21. Out of this number 822 is the estimated number of women who are still enrolled according to the Central Bank of Kenya (CBK, 2017). The study also targeted the 150 ex-members who left the table banking in order to analyse their experience with table banking and their current status and compare their data with those who were still members.

3.3.2 Sample Size

To get a representative sample, the formula suggested by Saunders, Lewis and Thornhill (2016) was adopted. According to Saunders et al. (2016) for one to get a sample size, three factors to be put into consideration include: the level of precision, confidence levels and level of variability. A 95% confidence level and $P = 0.05$ were chosen in view of social science nature of the study.

$$n = \frac{N}{1 + N(e)^2}$$

Where n = Sample size

N = Population

e = Level of significance

$$\frac{822}{1 + 822(0.05)^2} = 269$$

The study sample was 269 for those who are still members of table banking and 150 individuals who had left table banking groups totalling 419 participants.

3.3.3 Sampling Procedure

To select those enrolled in table banking the researcher adopted snowballing technique where members were introduced to the researcher through other members until the sample was attained. To select the ex-members of table banking the researcher adopted census technique. Here officials were of great assistance with the aid of their current and previous records.

3.4 Data Collection Methods

Data was collected using researcher-administered questionnaires that had both open and closed questions.

3.4.1 Questionnaires

Data collection using questionnaires allowed for quick collection of data, that is relatively cost effective, saves time if done together with the respondent, is relatively accurate, reliable information can be obtained and chances of reaching many respondents is high. The questionnaire was semi structured and was administered to women who were enrolled in table banking and those who were not. The respondents indicated their level of awareness of table banking, factors motivating them to join (or causing them not to join), benefits that came with table banking as well as how they ensured its sustainability in pursuit of women's socio-economic empowerment.

3.4.2 Pilot Testing

A pilot study is a small scale version or trial run done in preparation for the major study. However, a pilot study can also be the pre-testing or trying out of a particular research instrument. The advantage of a pilot study is that it may give the researcher advance warning about where the research project could fail, where research protocols may not be followed, or whether proposed methods or instruments are inappropriate or too complicated (Van Teijlingen et al., 2001).

In order to improve the internal validity of the questionnaires, the following procedures were applied: the questionnaires were administered in the same way they were done in

the actual study, asking the respondents if there were any questions that were ambiguous or required clarity, determining the time taken to respond to questions, confirming if all questions were answered and establishing that responses addressed the issues for which the data was collected.

Based on the information above, the questionnaires were revised to take into account the feedback received. The pilot study was conducted on a convenient sample of 20 participants 10 from members and 10 from non-members of table banking. The participants of the pilot study did not form part of the sample in the main research.

3.5 Data Analysis

3.5.1 Quantitative Data

Data from the questionnaires was coded to facilitate statistical analysis. It was analysed using both descriptive and inferential statistics. The descriptive statistical analysis included percentages, mean and standard deviations. The data was presented using tables and pie charts.

Inferential statistical analysis was used to test relationships between variables. Pearson's Product Moment Correlation Coefficient analysis was used for the independent variables. In statistics, Pearson's Product Moment Correlation (r) is a measure of the linear dependence (correlation) between two variables and can give a positive or negative value of their relationship. In addition, the paired sample t-test statistic, at 95% confidence interval, was used to test whether there were statistically significant differences in socio-economic empowerment status between the women in table banking and women who had left table banking. In this regard, Robson, Pemberton and McGrane (2008), concluded that if sig (2 tailed) value ≥ 0.05 , the researcher rejects the alternative hypothesis (that is a statistical significant difference exists), while if sig (2 tailed) value is < 0.05 the researcher accepts it.

3.5.2 Measurement of Variables

Table 3.1 shows how the objectives were measured.

Table 3.1: Variable measure

Variable	Operationalization	Measurement	Analysis	Questionnaire
Level of awareness	<ul style="list-style-type: none"> • Anticipated level of group trust • Expected training • Involvement in decision-making 	<ul style="list-style-type: none"> ➤ Nominal ➤ interval 	<ul style="list-style-type: none"> • Descriptive 	Q 9 -11
Motivating factors	<ul style="list-style-type: none"> • Access to business capital • Ability to save • Socializing • Networking • Involvement in joint/group projects 	<ul style="list-style-type: none"> ➤ Interval 	<ul style="list-style-type: none"> • Descriptive 	Q 12-13
Benefits	<ul style="list-style-type: none"> • Low cost advantage • Accessing funds • Convenience 	<ul style="list-style-type: none"> ➤ Interval 	<ul style="list-style-type: none"> • Descriptive • Content 	Q 14-15
Sustainability	<ul style="list-style-type: none"> • Rate of new group formation • Membership outreach • Membership retention 	<ul style="list-style-type: none"> ➤ Interval 	<ul style="list-style-type: none"> • Descriptive • Content 	Q 16-17
Socio-economic empowerment of women	<ul style="list-style-type: none"> • Anticipated level of group trust • Expected training ➤ Involvement in decision-making 	<ul style="list-style-type: none"> ➤ Interval 	<ul style="list-style-type: none"> • Inferential 	Q 18

3.6 Research Quality

The study conformed to research quality standards by ensuring validity, reliability and objectivity.

3.6.1 Validity

Baumgarten (2012) defines validity as how well a test measures what it is purported to measure. It is broadly described as the ability of a scale or measuring instrument to measure what was intended.

To enhance internal validity the researcher adopted a structured way of conducting the study in order to compare responses from different individuals, adopt probing techniques during the data collection process and avoid leading questions and pilot testing of the instrument to ensure consistency.

To ensure external validity, the researcher ensured that the sample closely mirrored the population that was being studied; that is, the sample shared similar characteristics to the study population which ensured generalizability.

3.6.2 Reliability

Reliability is the degree to which another researcher could draw the same conclusions from the same observations. It is the level to which an assessment tool produces stable and consistent results (Baumgarten, 2012). Data reliability which is a measure of internal consistency and average correlation was measured using Cronbach's coefficient which ranges between 0 and 1 (Asseto, 2014). As a rule of thumb acceptable alpha should be at least 0.70 or above. Cronbach's alpha generally increases as the correlations among test items increase, and is thus known as an internal consistency estimate of reliability of test scores (Cronbach, 1951).

According to Nachmias and Nachmias (1996) questions are considered reliable if they yield a reliability coefficient of $<$ or $=$ to 0.7, which is the acceptable limit. The researcher conducted a pre-test from 13th to 20th of November 2017 targeting a table

banking group in Kangemi, Nairobi County who were found to have similar characteristics with the targeted sample. The pre-test findings were not included in the analysis of the main study. A total of 20 respondents which is equivalent to 10% of the sample was used as recommended by Robson (2002) as an acceptable percentage for reliability. Out of this 15 copies were duly filled and collected which were used for the pre-test. Table 3.2 below indicates the reliability coefficients result for each dimension.

Table 3.2: Reliability Analysis

Dimension	Cronbach's Alpha Reliability Coefficients	Verdict based on Una (2002)
Level of awareness	0.891	Acceptable
Motivating factors	0.772	Acceptable
Benefits	0.902	Acceptable
Sustainability	0.781	Acceptable
Socio-economic empowerment of women	0.859	Acceptable
Overall reliability	0.841	Acceptable

A table 3.2 show that the overall reliability was 0.841 which is generally acceptable. The score for each objective is as presented: level of awareness had 0.891, motivating factors achieved 0.772, benefits had the highest scores of 0.902, and sustainability had 0.781 while socio-economic empowerment of women 0.859 respectively. From Table 3.2 it is also evident that the four factors of table banking influence socio-economic empowerment of women in Laikipia County have a high internal consistency.

3.6.3 Objectivity

To ensure objectivity the researcher distanced herself by engaging two well-trained research assistants. They engaged the respondents thus ensuring the researchers values, beliefs and personality with regard to the expectations were not incorporated in the study. Thus the findings represent the participants experience and thought.

3.7 Ethical Considerations

DeRenzo and Moss (2006), describe the key research ethical considerations to take into account when dealing with human beings to include respect to persons, beneficence and justice. In order to ensure that this was complied with, all participants involved in the questionnaire process were advised on the purpose of the study. This was done through the introductory and consent letter whereby respondents were required to sign to express their willingness to participate (informed consent).

A letter of authorization to conduct research was sourced from Strathmore Business School. Participants were further informed of their right to participate in the study and summary/overview of the findings would be shared to the respondent's upon request.

3.8 Limitations of the Study

This study was faced with a number of limitations which included; delays from respondents in returning the questionnaires with some questionnaires being unduly filled and others were not returned altogether. This thus affected the response rate.

There was also the challenge of language barrier as some of the respondents did not understand English well and translation of all the questions on the questionnaire had to be done. This could have created some errors in the responses.

It was a challenge getting responses from those who had left table banking. They felt it was a bother to them as they were no longer interested in its operations. The researcher mitigated this challenge by assuring them that the research was purely for academic purposes and could not implicate them in anyway.

Some of the respondents were very difficult to locate because Laikipia is vast. Difficulty in reaching some of the respondents meant more time was consumed locating them.

Despite these challenges, sufficient data was gathered that enabled the research objectives to be addressed comprehensively.

CHAPTER FOUR

ANALYSIS AND PRESENTATION OF RESEARCH FINDINGS

4.1 Introduction

This chapter presents the findings of the study, as set out in the research methodology. It outlines the study findings in line with the research objectives using descriptive statistics and the association between the study variables using Pearson's product moment correlation analysis. In addition, the paired sample t-test statistic, at 95% confidence interval, was used to test whether there were statistically significant differences in socio-economic empowerment status between the women in table banking and women who had left table banking. The results are presented on the role of table banking on socio-economic empowerment of women in Laikipia County.

4.1.1 Response Rate

The response rate for women participating in table banking and those who had vacated is presented in Table 4.1.

Table 4.1 Response Rate

Response	Women who belong to a table banking group		Women who have left table banking	
	F	%	F	%
Responded	121	45	75	50
Not responded	148	55	75	50
Total	269	100	150	100

In the category of those belonging to table banking, the response rate was 45% while for those who had left the group was 50%. The moderate response rate was as a result of partially filled questionnaires, some were misplaced and other participants felt that some of the information was too sensitive for them to give and thus dropped in the middle of the exercise. This response rate was sufficient, representative and conforms to Mugenda

and Mugenda (2003) stipulation that a response rate of 40% is adequate for analysis and reporting.

4.2 Demographic Characteristics

This section presents the demographics of respondents.

4.2.1 Age of Respondents

Age of the respondents was evaluated and presented as below.

Table 4.2 Distribution of Respondents by their Age

Age	Women who belong to a table banking group		Women who have left table banking	
	F	%	F	%
Below 20 years	11	9	7	9
21-25 years	5	4	2	3
26- 30 years	16	13	11	15
31-35 years	14	12	8	11
36- 40 years	42	35	26	35
41- 50 years	22	18	15	20
Above 50 years	11	9	6	8
Total	121	100	75	100

Findings in Table 4.2 show that 35% of the women who belonged to a table banking group were between 36 and 40 years while 35% which is the highest percentage in the category of women who had left table banking were categorised under the same age group. This depicts that women in table banking group who decided to either stay or leave were in the ages between 36 to 40 years.

4.2.2 Respondents Level of Education

Respondent's level of education is presented in Table 4.3 below;

Table 4.3 Distribution of Respondents by their Level of Education

Level of Education	Women who belong to a table banking group		Women who have left table banking	
	F	%	F	%
No formal education	2	2	1	1
Primary	59	49	38	51
Secondary	47	39	29	39
College	13	11	7	9
Total	121	100	75	100

The tabulations show that 49% of the women who belonged to a table banking group possessed primary certificate. For those who had left table banking, 51% had a primary certificate as well. The other participants had secondary and college education. These findings suggest that the respondents were literate and understood table banking.

4.2.4 Respondents Period of Membership

Table 4.4 shows respondents' period of membership.

Table 4.4 Distribution of Respondents by their Period of Membership

Period of Membership	Women who belong to a table banking group		Women who have left table banking	
	F	%	F	%
Below 12 months	37	31	29	39
1-3 years	42	35	24	32
4-6 years	36	30	19	25
Above 6 years	6	5	3	4
Total	121	100	75	100

Table 4.4 shows that 66% of the women who belonged to a table banking group had been members of their group for up to three years. About 71% of the women who had left table banking group had been members of their former groups for up to three years. The data suggests that both categories of respondents had comparable experience with table banking hence their findings could be compared.

4.2.6 Group's Period of Existence

Table 4.5 presents information on how long the table banking groups had existed

Table 4.5 Respondents' Groups Period of Existence

Period of Existence	Women who belong to a table banking group		Women who have left table banking	
	F	%	F	%
Below 12 months	23	19	17	23
1-3 years	44	36	33	44
4-6 years	31	26	16	21
Above 6 years	23	19	9	12
Total	121	100	75	100

According to the findings in Table 4.5, 36% of the women who belonged to a table banking group indicated that their group had existed for a period between 1 and 3 years while 44% of the women who had left table banking indicated that their former groups had existed for the same period of time before their exit. The study shows that women who responded to the questionnaire had been members in the table banking groups long enough and could explain the benefits and challenges they had encountered.

4.2.7 Number of Women in the Groups

The study aimed to evaluate the number of members in the targeted table banking groups.

Table 4.6 Number of Women in the Groups

Number of Women	Women who belong to a table banking group		Women who have left table banking	
	F	%	F	%
Below 15	13	11	6	8
16-20	20	17	21	28
21-25	23	19	13	17
Above 25	65	54	35	47
Total	121	100	75	100

According to the findings in Table 4.6, 54% of the women who belonged to a table banking group indicated that their group had above 25 members while 47% of the women who women who had left table banking indicated that their former group had the same number of members, that is above 25 members. This finding suggests that the table banking groups are beneficial to women and that's why the table banking groups have a desirable number of members.

4.2.8 Respondents Monthly Contributions

The tabulation below shows the respondent's monthly contribution.

Table 4.7 Distribution of Respondents by their Monthly Contributions

Monthly Contributions (Kshs)	Women who belong to a table banking group		Women who have left table banking	
	F	%	F	%
Less than 1,000	79	65	51	68
1,000-5,000	2	2	2	3
5,001-10,000	4	3	2	3
Above 10,000	36	30	20	27
Total	121	100	75	100

Table 4.7 shows that 65% of the women who belonged to a table banking group contributed less than K.1,000 in a month while majority (68%) of the women who had left table banking contributed less than Kshs,1000 monthly in their former groups. This shows that the contributions were manageable and accommodative.

4.3 Level of Awareness of Table Banking in promoting socio-economic empowerment

This section presents findings on women's level of awareness of table banking as a way of promoting their socio-economic empowerment.

4.3.1 Respondents Group Foundation

Table 4.8 shows how the table banking groups were founded.

Table 4.8 Respondents Group Foundation

Form of Group Foundation	Women who belong to a table banking group		Women who have left table banking	
	F	%	F	%
On friendship	84	69	48	64
Neighbourliness	9	7	6	8
Family	-	-	-	-
Political Campaigns	26	21	20	27
Training	2	2	1	1
Total	121	100	75	100

Findings in Table 4.8 show that 69% of the women who belonged to a table banking group indicated that their groups were formed on friendship. The study also found that 64% the women who women who had left table banking indicated that their groups were formed on friendship as well while 27% in the same category indicated that their groups were formed through campaigns. The study thus shows that friendships formed the basis of new membership in the table banking groups.

4.3.2 Respondents Reasons for Joining Groups

The study sought to investigate the reasons for joining the group. The reasons reflected the benefits they expected to get if they joined the groups.

Table 4.9 Respondents Reason for Joining Groups

Reasons for Joining group	Women who belong to a table banking group		Women who have left table banking	
	F	%	F	%
Easy Loans	82	68	45	60
Flexible terms	7	6	4	5
Not strict with collateral	6	5	5	7
Long payment of loans periods	26	21	21	28
High returns	-	-	-	-
Total	121	100	75	100

According to Table 4.9, 68% of the women who belonged to a table banking group indicated that they considered joining the group because they expected to access easy loans while 60% of women who had left table banking indicated that they had considered joining their former groups due to the same reason. This shows that easy loans attracted members as compared to the process of acquiring and payments of the same. None of the members expected to generate high returns by joining a group. Their level of awareness of table banking therefore seemed to centre on access to loans.

4.3.3 Awareness of the Importance of Table Banking on Socio-Economic Empowerment

The study aimed to analyse the women’s level of awareness on the importance of table banking on their socio-economic empowerment. In other words, ways in which they believed table banking could empower them. The question on awareness was assessed on a 5-point scale, where 1 represented ‘No extent’ and 5 represented ‘Very great extent’.

Table 4.10 Importance of Table Banking on Socio-economic Empowerment

	Mean	Std. Deviation
Meeting as a group of trusted friends whom we can grow financially together	4.29	.802
My involvement in decision making is/was key to empowering others and myself	4.23	.854
I ensure/d I participate/d in electing experienced leaders	4.55	.631
Regular training is/was assured to enhance member’s awareness of financial empowerment	4.00	.983
Level of awareness is/was ensured through Peer influence	4.12	1.099

Table 4.10 illustrates that respondents agreed on what they believed to be the importance of table banking on enhancing their socio-economic empowerment. The women who

belonged to a table banking group expected that their participation in electing experienced leaders (Mean = 4.55) and their ability to meet as a group of trusted friends who would grow financially together (Mean = 4.29), would contribute to their socio-economic empowerment. They also believed that their personal involvement in decision-making was key to empowering themselves and others (Mean = 4.22). The above findings show that women currently in table banking were well informed on the operation of the group.

4.4 Motivation for being in the group

This section presents findings the motivation factors for participating in table banking operations. These represent the activities they actually engage in within the groups.

4.4.1 Motivation Factors in the Groups

Table 4.11 show findings on motivational factors in the table banking groups. Motivation factors were assessed on a 5-point scale, where 1 represented ‘No extent’ and 5 represented ‘Very great extent’.

Table 4.11 Motivation Factors in the Groups

	Mean	Std. Deviation
Joint advocacy campaign	4.63	.591
Sharing ideas and experiences	4.60	.688
Joint socio-economic project	4.57	.844
Socializing	4.48	.786
Joint fundraising	4.47	.731
Forming an association	4.47	.696
Providing technical support to each other	4.39	.712
Save for school fees (for children)	4.19	1.215
To raise business capital	4.13	1.168
Need to save (pension, insurance)	3.90	1.264
Cross group visit	3.19	1.288
Save for holidays	3.11	1.455

According to Table 4.11, respondents indicated that women who belonged to a table banking group indicated that joint advocacy campaign (Mean = 4.63) and sharing ideas and experiences (Mean = 4.60) motivated the group activities. From the ongoing it can be deduced that social activities bound the group together and kept it going.

4.5 Contribution of Table Banking to Socio-Economic Empowerment

This section evaluates the contribution of table banking to socio-economic empowerment of the women in Laikipia County. The contribution in terms of the benefits the groups had achieved was assessed on a 5-point scale, where 1 represented ‘No extent’ and 5 represented ‘Very great extent’.

Table 4.12 Groups’ Achieved Benefits

	Mean	Std. Deviation
Built on trust and friendship which is aimed at benefiting the society	4.52	.533
My saving ability has been enhanced	4.58	.737
Since joining I have made a number of investments	4.46	.563
Wealth creation is enhanced	4.60	.554
Health and wellness are guaranteed	4.42	.692

Table 4.12 shows that the women who belonged to a table banking group had enhanced their wealth (Mean = 4.60) their saving ability had been enhanced (Mean = 4.58). This shows that groups’ achieved benefits enhanced their trust and friendship which they felt safe and remain within the group.

4.6 Sustainability of Table Banking in Promoting Socio-Economic Empowerment

This section presents findings on sustainability of table banking in promoting socio-economic empowerment.

4.6.1 Sustainability of Table Banking

Respondents were asked whether they considered table banking sustainable. Table 4.13 below shows findings.

Table 4.13 Table Banking on Sustainability

	Women who belong to a table banking group		Women who have left table banking	
	F	%	F	%
Yes	121	100	75	100
No	-	-	-	-
Total	121	100	75	100

According to Table 4.13, all the respondents both the women who belonged to a table banking group and the women who had left table banking indicated that they thought table banking was sustainable. This shows that both groups besides their decision to stay or to exit felt that table banking was sustainable.

4.6.2 Group Activities on Sustainability

Women in table banking were asked which group activities ensured sustainability. The activities were assessed on a 5-point scale, where 1 represented 'No extent' and 5 represented 'Very great extent', on the extent to which each of them contributed to the sustainability of table banking. Findings are as shown in Table 4.14 below.

Table 4.14 Group Activities on Sustainability

	Mean	Std. Deviation
Proper management of members funds and assets	4.64	.575
Ensure members of the committee attend table banking development training	4.60	.554
Ensure leaders elected have over three years' experience in table banking	4.55	.590
Attending regular loan management forums	4.61	.734
Ensuring banking and business are the main agendas in our meetings	4.55	.644

Table 4.14 shows that proper management of member's funds and assets enhanced sustainability to a great extent (Mean = 4.64). Other activities factors found to ensure sustainability include attending regular loan management forums (Mean = 4.61) and committee attendance to table banking development training (Mean = 4.60). This shows that better understanding of how table banking is managed ensures sustainability.

4.6.3 Enhancing Sustainability in Table Banking

On sustainability, members were asked what they considered would enhance sustainability of table banking even further. The factors enhancing sustainability were assessed on a 5-point scale, where 1 represented 'No extent' and 5 represented 'Very great extent'.

Table 4.15 Enhancing Sustainability in Table Banking

	Women who belong to a table banking group	
	Mean	Std. Deviation
Regular members training	4.50	.647
Numerous enrolling campaigns	4.66	.626
Inviting investors	4.61	.661
Merging with stable financial institutions	4.60	.554

Findings in Table 4.15 show that women who belonged to a table banking group indicated that all the four factors identified could enhance sustainability to a great extent, with mean values of 4.50 and above.

4.6.4 Challenges Faced by Respondents' Groups

This section presents the challenges faced by current table banking members and those who have left the group.

Table 4.16 Challenges Faced by Respondents' Groups

	Women who belong to a table banking group		Women who have left table banking	
	Mean	Std. Deviation	Mean	Std. Deviation
High interest rates	4.30	1.153	4.34	1.144
Bad leadership skills	3.09	1.650	3.29	1.600
Lack of training	4.17	1.030	4.20	.986
Bad/ unpaid debts	4.20	1.109	4.24	1.125
Misuse of Group funds	4.27	.966	4.29	1.036
Group conflicts	4.50	.857	4.52	.875

Findings from Table 4.16 show that women who belonged to a table banking group were faced with group conflicts to a great extent (Mean = 4.50) and high interest rates (Mean = 4.30). For those who had left table banking, high interest rates (Mean = 4.34) and misuse

of group funds in their former groups (Mean = 4.29) were the highly rated challenges faced. Other challenges included bad/unpaid debts, lack of training and bad leadership skills in the groups. These findings show that both categories were faced with similar challenges but the current members endured the challenges while the others chose to exit.

4.7 Inferential statistics

Section 4.7.1 and section 4.7.2 presents that inferential that were adopted in the study.

4.7.1 Correlation Analysis

Pearson's product moment correlation analysis was used to assess the relationship between the study variables. The adoption of correlation analysis for each of the two groups was aimed at evaluating the extent of influence the four factors (awareness, motivation, benefits and sustainability) had on either of the two categories of respondents independently for comparison purposes. Table 4.17 below indicates the Correlation Matrix for those women in groups.

Table 4.17 Correlation Matrix for those in groups

	Socio-economic empowerment	Level of awareness	Motivati onal factors	Benefits	Sustainab ility
Socio-economic empowerment (r) (p) Sig. (2 tailed)	1.000				
Level of awareness (r) (p) Sig. (2 tailed)	0.912*	1.000			
Motivational factors(r) (p) Sig. (2 tailed)	0.821*	0.216	1.000		
Benefits (r) (p) Sig. (2 tailed)	0.752*	0.122	0.154	1.000	
Sustainability (r) (p) Sig. (2 tailed)	0.751*	0.103	0.074	0.092	1.000

*Correlation is significant at the 0.05 level (2-tailed)

Results of the Pearson's correlation coefficient (as illustrated on Table 4.17) depict that there is a strong positive relationship between level of awareness and socio-economic empowerment of women ($r=0.912$, $p\text{-value} < 0.05$). Therefore, it can be implied that an increase in the level of awareness is associated with increased socio-economic empowerment of women. The findings also showed that there was a significant positive relationship between motivational factors ($r=0.821$, $p\text{-value} < 0.05$) and socio-economic empowerment of women.

Therefore, it can be implied that an increase in the motivational factors is associated with increased socio-economic empowerment of women. Further, the findings also showed that there was a significant positive relationship between benefits associated with table banking ($r=0.752$, $p\text{-value} < 0.05$) and socio-economic empowerment of women, implying that an increase in the benefits of table banking is associated with increased socio-economic empowerment of women.

Finally, the findings showed that there was a significant positive relationship between sustainability of table banking ($r=0.821$, $p\text{-value} < 0.05$) and socio-economic empowerment of women. Therefore, it can be implied that an increase in sustainability of table banking is associated with increased socio-economic empowerment of women. Table 4.18 below indicates the Correlation Matrix for those women who had left table banking.

Table 4.18 Correlation Matrix for those who have left table banking

	Socio-economic empowerment	Level of awareness	Motivati onal factors	Benefits	Sustainab ility
Socio-economic empowerment (r)	1.000				
(p) Sig. (2 tailed)					
Level of awareness (r)	0.623*	1.000			
(p) Sig (2 tailed)	0.000				
Motivational factors(r)	0.517*	0.109	1.000		
(p) Sig. (2 tailed)	0.004	0.000			
Benefits (r)	0.687*	0.116	0.168	1.000	
(p) Sig. (2 tailed)	0.012	0.011	0.010		
Sustainability (r)	0.684*	0.118	0.051	0.063	1.000
(p) Sig. (2 tailed)	0.012	0.014	0.021	0.000	

Results of the Pearson's correlation coefficient (as illustrated on Table 4.18) depict that there is a moderate to strong positive relationship between level of awareness and socio-economic empowerment of women ($r=0.623$, p -value <0.05). Therefore, it can be implied that an increase in the level of awareness is associated with increased socio-economic empowerment of women. The findings also showed that there was a significant positive relationship between motivational factors ($r=0.517$, p -value <0.05) and socio-economic empowerment of women.

Therefore, it can be implied that an increase in the motivational factors is associated with a little increased socio-economic empowerment of women. Further, the findings also showed that there was a weak significant positive relationship between benefits associated with table banking ($r=0.687$, p -value <0.05) and socio-economic empowerment of women, implying that an increase in the benefits of table banking is

associated with increased socio-economic empowerment of women. Finally, the findings showed that there was a significant positive relationship between sustainability of table banking ($r=0.684$, $p\text{-value} < 0.05$) and socio-economic empowerment of women. Therefore, it can be implied that an increase in sustainability of table banking is associated with increased socio-economic empowerment of women.

Another observation from Tables 4.17 and 4.18 is that those women who belong to groups fared better than those who opted out.

4.7.2 Paired Sample T-Test

The study applied the paired sample t-test statistic, at 95% confidence interval, to test whether there were statistically significant differences in socio-economic empowerment status between the women in table banking and women who had left table banking. In this regard, Robson, Pemberton and McGrane (2008), concluded that if sig (2 tailed) value ≥ 0.05 , the researcher rejects the alternative hypothesis (that is, a statistical significant difference exists), while if sig (2 tailed) value < 0.05 the researcher accepts it. The results are as shown in Table 4.19.

Table 4.19 Paired sample T-test results

		Mean Difference	df	t	Std. Error Difference	Sig.
1	equal variances assumed	17.381	195	3.628	1.705	.029

Based on the findings in Table 4.19 above, the p value is 0.029 which is less than 0.05, implying that a statistically significant difference existed in the socio-economic empowerment status between the women in table banking and women who had left table banking.

CHAPTER FIVE

DISCUSSIONS, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

The objectives of the study were to establish the level of awareness of table banking as a source of socio-economic empowerment in Laikipia County, to determine the factors motivating women to use table banking to promote their socio-economic empowerment in Laikipia County, to analyse the contribution of table banking to the socio-economic empowerment of women in Laikipia County and to evaluate the sustainability of table banking as a model of socio-economic empowerment of women in Laikipia County. A total of 121 women participating in table banking and 75 women who had left table banking were surveyed, and the findings presented in Chapter Four. This chapter presents discussions of the findings.

5.2 Discussion of Findings

5.2.1 Level of Awareness

The study found that awareness of table banking was mainly through friendship when women meet in social gatherings as well political campaigns that resulted in formation of table banking groups. When women came together on friendship basis, they found a need to empower themselves and hence found a need for a table banking group. Other factors which were found to form the table banking group include political campaigns and neighbourliness. These findings are in line with Asseto (2014) who argued that some women had adopted table banking on friendship bases so as to empower themselves. This helped them to save as well as access investment loans from their contributions.

According to women who belonged to a table banking group, they considered joining the group because they expected to access easy loans while women who had left table banking indicated that they had considered joining their former groups due to the same reason. This is supported by Howarth *et al.*, (2014) as well as Shane (2013) who notes that with much publicity, larger lending volumes and access to easy loans are expected to enhance socio-economic empowerment of women.

The women who belonged to a table banking group expected that their participation in electing experienced leaders and their ability to meet as a group of trusted friends who would grow financially together would contribute to their socio-economic empowerment. They also believed that their personal involvement in decision-making was key to empowering themselves and others. In the same line Frey and Jegan (2012) found that table banking groups are as a result of trust and guided by leaders who possess management skills to spur the socio-economic empowerment of women in a locality.

5.2.2. Motivation Factors

On motivation to use table banking for socio-economic empowerment, the study found that both the women who belonged to table banking group and the women who had left a table banking group indicated that the need to save, saving for school fees, raising business capital and sharing ideas and experiences as the main factors that motivated the groups' activities. These findings support a study by Arvanitis (2015) who evaluated why women participated in table banking and found that the main aim was the convenience of accessing financing that come with the model. The study findings show that financing especially in rural areas is a challenge due to risks that comes with borrowing.

Findings also show that women who belonged to a table banking group indicated that joint advocacy campaign and sharing ideas and experiences motivated the group activities. The social aspect of women within the Laikipia community motivated women to join table banking which is in line with Gugerty (2007) study that shows, most of the people especially women are more comfortable to borrow in the informal saving groups than the formal ones for economic and social needs. This is because the informal groups charge fair interest rates compared to the banks and thus the borrowers are able to service their loans effectively and without difficulties. The social aspect where women can share experiences and also enjoy the empowerment that comes with table banking motivates them to stay and refer their friends.

Pearson correlation analysis showed a significant positive relationship between motivational factors and socio-economic empowerment. Table banking provided the opportunity for women to empower themselves as it did not need evaluation of borrowers' possessions to find out if they qualify for the loan, instead it gave priority to those with no collateral so as to improve their financial status. Therefore, table banking provided access to credit to every woman and no one denied the opportunity to borrow money. This is similar to Gugerty (2007) findings who argued that since women cannot afford insurance premiums, majority of them obtain these credits with ease from their informal savings groups to take care of their household and for precaution purposes in times of disaster or illnesses. Besides, table banking provided the opportunity for women to empower themselves it does not emphasize on collateral to qualify for loans.

The study shows that respondents saving ability had been enhanced to a great extent. The groups enhanced their trust and friendship which they felt safe about and therefore remained in the group and were able to borrow from the group. The study findings were similar to Castells (2011) who found that women are motivated to join table banking as it eases ways of accessing funds. The same findings were in line with Asseto (2014) and Warue (2012) who state that by bringing funds closer to women they are empowered to fight poverty, access loans, enhance financial soundness and ensure profitable operation of businesses.

5.2.3 Contribution/ Benefits of Table Banking

The Pearson correlation analysis indicated that there was a significant positive relationship between benefits associated with table banking and socio-economic empowerment of women. These findings correspond with Obiria (2015) who stresses that table banking has boosted many women's social and economic standards. Women no longer depend on husbands for money as they can rely on the proceeds that they receive from the table banking they are in.

On benefits, the study shows that women who belonged to a table banking group had enhanced their wealth and their saving ability. This shows that groups' achieved benefits

enhanced their trust and friendship which they felt safe and remain within the group. This is supported by Omukhango (2016) who confirms that the evolution of table banking has increased women's economic base. She notes that women who are participating in table banking are business people.

5.2.5 Sustainability of Table Banking

As mentioned in Lewin's model, one of the methods that can ensure sustainability of a group is group cohesion. The study found that all the respondents both the women who belonged to a table banking group and the women who had left table banking thought table banking was sustainable especially if they stayed together to achieve group cohesion. This shows that there may be other personal reasons that may have made some members to exit like extra financial obligations. Findings also suggest that proper management of member's funds and assets enhanced sustainability to a great extent. Other activities factors found to ensure sustainability include attending regular loan management forums and committee attendance to table banking development training. This was in line with Global Report (2014), for the table banking to be sustainable there is need for collaboration between officials and members. This is enhanced by electing officials with better management skills and those who have had over two years of experience in the same capacity or under the management category within the table banking groups.

Findings further show that women who belonged to a table banking group were faced with challenges like group conflicts to a great extent. For those who had left table banking, misuse of group funds in their former groups were the highly rated challenges faced. The study findings also revealed that sustainability of table banking had a significant influence on socio-economic empowerment of women in that women saw it as a resource for improving their livelihoods. This is supported by Omukhango (2016) who confirms that the evolution of table banking has increased women's economic base. She notes that women who are participating in table banking are business people.

The correlation results also indicated that there was a significant positive relationship between sustainability of table banking and socio-economic empowerment of women. The same findings were found by Christakis (2011) in South Africa whereby the regression analysis show that there was a significant relationship between gender and level of table banking sustainability.

The study confirms that depending on the amount of money in a specific group, table banking could be sustainable as it acts as a funding strategy for women groups. The members meet once a month and place their savings, repay loans and place other contributions on the table and thereafter borrow the money as long term or short term loans to the interested members.

5.3 Conclusions

From the study findings, table banking is valuable because it empowers women financially. The study also concludes that women who belonged to table banking groups indicated they were socio-economically empowered than those who do not belong to groups. However, both groups had a significant degree of socio-economic empowerment. This was explained by the fact that the women who did not belong to the selected table banking groups could have belonged to other table banking groups or other social groups since they showed an understanding of the workings of table banking.

The study concludes that women awareness of table banking is enhanced through; sensitization of the importance of table banking and involving members in decision-making. Besides the study found that much of the awareness of the table banking operations was through friend's referral thus this shows there is much that needs to be done to increase the level of women awareness in table banking in Laikipia.

Motivation was also found to influence table banking. Factors that enhanced member motivation include; easy access to business capital, ability to save and member's involvement in joint projects. Findings show that members felt that table banking helped them to save for their children's school fees, provided technical support to each other as

well as it was a place where they could share ideas and experiences. It was however found that bad leadership skills and misuse of group-funds demotivated individuals who left table banking.

The study also concluded that benefits that come with table banking kept members within the group while those who left felt the benefits did not fit their interests. Some of the benefits that kept members in table banking include; low interest loans, easy access of funds and convenience that comes with the table banking. Those who left there was mistrust issues and their funds were not safe besides having problems in accessing the same. The findings further conclude that sustainability influence table banking. Some of the factors that led to sustainability include members training, numerous enrolment campaigns, inviting investors and merging with stable financial institutions.

5.4 Recommendations

The study concludes that, given that the main foundation of forming table banking groups is friendship, women who come together for social gatherings, family meetings, church activities and the like may be sensitized on how they can use those existing friendships to start table banking groups. The benefits that they can gain from being part of table banking could be highlighted in those sensitization meetings. For members, awareness can be enhanced during induction and be facilitated in the first one year as this was found to be the critical point where members decided whether to stay or leave. There is need for training partnerships with consultants who can guide members on the benefits of table banking as well as train leaders on how to sustain table banking.

The study also recommends that there is need to motivate members to enrol and to maintain their membership in order to enjoy the benefits that come with table banking. Motivation can be through certification depending with years attained as members and having a close confidant who will be sharing the benefits they have received from the group over time. There is also need to have trips in other counties where table banking has been successful in order to see and gauge the importance of group.

The study further recommends that there is need to highlight the benefits of table banking. This can be done through training, or have apps that can be educating women on importance of table banking. There is also need to revise the current policies and constitutions guiding the groups in order to accommodate all women despite their economic status. By having more women the higher the benefits they will achieve through common introduced projects. These projects can have dividends that will benefit all members.

The study finally recommends that there is need for table banking officials to attend training on how to ensure the table banking is sustainable. The program should include aspects like how to increase membership outreach and ensure high retention rate of members. To overcome some of the challenges that were brought up especially by the group of women who had left, there is more need for the leaders to be more accountable in terms of being able to discuss the financial status of the group in a more open way. This will enhance trust and members will stay.

To ensure sustainability of table banking, there is need to amend some of the policies that lead to high exit rate of members, as highlighted in the challenges. This includes the amount of member contributions, number of shares per member, time of loan processing and amount of loan applied and given. The fairer the policies the more sustainable the group becomes.

5.5 Areas of Further Study

There is need to study other counties like Nairobi in order to draw conclusions on the experiences of urban areas in the implementation of table banking. Other studies may also be conducted in the North Eastern counties where women discrimination is termed high and socio-economic empowerment is low.

Further studies may also need to be conducted other than data collection tools like focus group discussion and interview guides. This may provide in-depth contextual data that could further deepen understanding of table banking.

Further research may also be conducted on the groups that have access to a diversity of other funds rather than relying entirely on their contributions as is the case in table banking. This may enable them access more funding which would empower them further.



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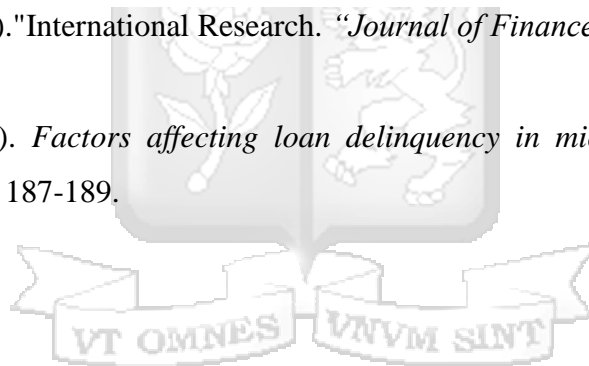
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APPENDICES

Appendix I: Introduction Letter

Dear Respondent,

This questionnaire is designed to gather information on “THE ROLE OF TABLE BANKING ON SOCIO-ECONOMIC EMPOWERMENT OF WOMEN IN LAIKIPIA COUNTY”. The study is being carried out for a project paper as partial fulfilment of the degree in Masters of Business Administration at the Strathmore University.

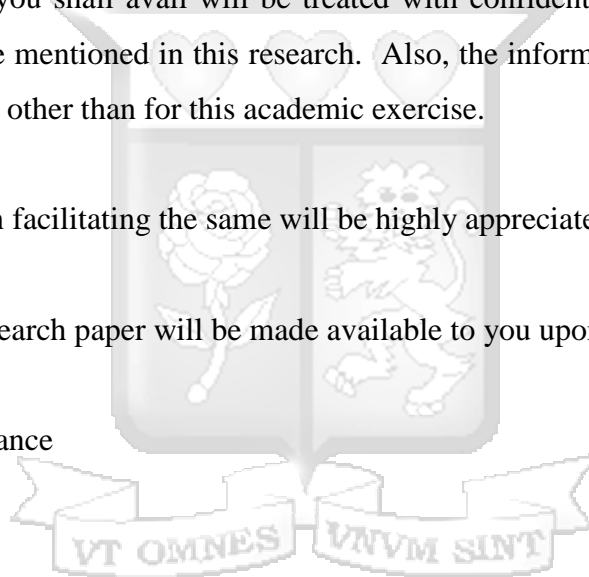
The information you shall avail will be treated with confidentiality and at no instances will your name be mentioned in this research. Also, the information will not be used for any other purpose other than for this academic exercise.

Your assistance in facilitating the same will be highly appreciated.

A copy of this research paper will be made available to you upon request.

Thank you in advance

Yours sincerely



.....
Purity Gitonga

MBA Degree student

SU Approved consent form

I,

, have had the study explained to me. I have understood all that I have read and have had explained to me and had my questions answered satisfactorily. I understand that I can change my mind at any stage.

Please tick the boxes that apply to you:

Participation in the research study

I AGREE to take part in this research

I DO NOT AGREE to take part in this research

Storage of information on the completed questionnaire

I AGREE to have my completed questionnaire stored for future data analysis

I DO NOT AGREE to have my completed questionnaire stored for future data analysis

Participant's

Signature:

Date: ____/____/____

DD / MM / YEAR

Participant's

Name:

Time: ____/____

HR / MN

(Please print name)

I, _____ (Name of person taking consent) certify that I have followed the SOP for this study and have explained the study information to the study participant named above, and that she has understood the nature and the purpose of the study and consents to the participation in the study. She has been given opportunity to ask questions which have been answered satisfactorily.

Investigator's

Signature:

Date: ____/____/____

DD / MM / YEAR

Investigator's

Name:

Time: ____/____

(Please print name)

Appendix II: Questionnaire

Section A: DEMOGRAPHICS

1. Age
Below 20 years [] 21-25 years [] 26- 30 years []
31-35 years [] 36- 40 years [] 41- 50 years []
Above 50 years []
2. Level of education certificate attained?
No formal education [] Primary []
Secondary [] College []
University [] Other specify
3. Current status
Still a member []
Ex-member []

NB: For ex members kindly ask the question in past tense where necessary

4. How long have you been a member?
Below 12 months [] 1-3 years []
4-6 years [] above 6 years []
5. Position held in the group
Official [] Member [] other specify []
6. How long has the group been in existence?
Below 12 months [] 1-3 years []
4-6 years [] above 6 years []
7. Number of women in the group?

Below 15 [] 16-20 [] 21-25 [] Above 25 []

8. How much does your group contribute monthly?
 Less than 1,000 [] 1,001 – 5,000 [] 5,001 – 10,000 [] Above 10,000 []

Section B: LEVEL OF AWARENESS

9. How was your group founded?
 On friendship []
 Neighbourliness []
 Family []
 Other specify []
10. Which of the below options given made you join a table banking women group?
 (Kindly tick on one option only).
 Easy loans []
 Flexible terms []
 Not strict with collateral []
 Long payment of loans periods []
 High returns []
 Other specify
11. To what extent do you agree with the following statements in regard to the level of table banking importance which is aimed at enhancing socio-economic empowerment of women? Using the 1 – 5 scale below, 1 = No extent, 2 = Low extent, 3 = Moderate, 4 = Great extent and 5 = Very great extent.

Parameters	1	2	3	4	5
Meeting as a group of trusted friends whom we can grow financially together					
My involvement in decision making is/was key to empowering others and myself					
I ensure/d I participate/d in electing experienced leaders					

Regular training is/was assured to enhance member's awareness of financial empowerment					
Level of awareness is/was ensured through Peer influence					

Section C: MOTIVATION

12. To what extent did the following factors motivate your group formation? Using the 1 – 5 scale below, 1 = No extent, 2 = Low extent, 3 = Moderate, 4 = Great extent and 5 = Very great extent

Parameters	1	2	3	4	5
Need to save (pension, insurance)					
Save for school fees (for children)					
Save for holidays					
To raise business capital					
Cross group visit					
Socializing					
Providing technical support to each other					
Sharing ideas and experiences					
Joint fundraising					
Joint advocacy campaign					
Forming an association					
Joint socio-economic project					

13. To what extent does/did your group face the following challenges? Using the 1 – 5 scale below, 1 = No extent, 2 = Low extent, 3 = Moderate, 4 = Great extent and 5 = Very great extent

Reasons	1	2	3	4	5
High interest rates					
Bad leadership skills					
Lack of training					
Bad/ unpaid debts					
Misuse of Group-funds					
Group conflicts					

Section D: BENEFITS

14. Please think about your group’s achievements since you started, to what extent are you proud of the following achieved benefits? Using the 1 – 5 scale below, 1 = No extent, 2 = Low extent, 3 = Moderate, 4 = Great extent and 5 = Very great extent

Parameters	1	2	3	4	5
Built on trust and friendship which is aimed at benefiting the society					
My saving ability has been enhanced					
Since joining I have made a number of investments					
Wealth creation is enhanced					
Health and wellness are guaranteed					
Other(s) specify					

Section E: SUSTAINABILITY

15. Do you think the table banking concept is sustainable?

Yes [] No []

16. To what extent can you rate your group achievements in enhancing sustainability of the table banking in the given statements? Using the 1 – 5 scale below, 1 = No extent, 2 = Low extent, 3 = Moderate, 4 = Great extent and 5 = Very great extent.

Parameters	1	2	3	4	5
Proper management of members funds and assets					
Ensure members of the committee attend table banking development training					
Ensure leaders elected have over three years' experience in table banking concept					
Attending regular loan management forums					
Ensuring banking and business are the main agendas in our meetings					

17. To what extent can the following be recommended in order to enhance the table banking concept sustainability? Using the 1 – 5 scale below, 1 = No extent, 2 = Low extent, 3 = Moderate, 4 = Great extent and 5 = Very great extent.

Parameters	1	2	3	4	5
Regular members training					
Numerous enrolling campaigns					
Inviting investors					
Merging with stable financial institutions					

Section F: SOCIO-ECONOMIC EMPOWERMENT

18. How would you rate your table banking performance in ensuring socio-economic development of women? Using the 1 – 5 scale below, 1 = No extent, 2 = Low extent, 3 = Moderate, 4 = Great extent and 5 = Very great extent

Parameters	1	2	3	4	5
Increasing family income					
Provide adequate food for the family					
Access health services					
Keeping your children in school as a result of timely school fees payment					
Starting and building small businesses					
Improving housing					
Improving household assets					
Participation in leadership					
Domestic violence reduction					
Other, specify..... please					

THANK YOU FOR YOUR TIME AND PARTICIPATION



Appendix III: A Table Banking Set-Up



Source: Chama soft (2015)

