

Factors Affecting Youths, Women and Persons with Disabilities in Accessing Procurement Opportunities in Transzoia County Government

¹Lagat, Moses Kiptoo, ²Namusonge, Gregory, ³Berut, Zipporah

¹Jomo Kenyatta University of Agriculture & Technology (Msc. Procurement & Logistics)

²Jomo Kenyatta University of Agriculture & Technology (Ph.D)

³Jomo Kenyatta University of Agriculture & Technology (Ph.D Student)

Abstract: The Government of Kenya came up with a policy to assist youths, women and persons with disabilities enterprises through enabling them access 30% of public of procurement opportunities. The reason for establishing the policy was to address the challenges that the youths, women and persons with disabilities are facing such as unemployment and also develop the economy of the country. This is the reason why this study wanted to investigate the factors affecting youth, women & persons with disabilities on accessing procurement opportunities in Transzoia county Government. The study was guided by the following objectives: To determine the effect of availability financial resources by youth, women & persons with disabilities on accessing procurement opportunities in Transzoia county government, To establish the effect of procurement procedures on youth, women & persons with disabilities in accessing procurement opportunities in Transzoia county government and to ascertain the effects of enforcement and compliance on youth, women & persons with disabilities in accessing procurement opportunities in Transzoia county government. The study was conducted through a descriptive research design. The target population of the study was twenty (20) Procurement Practitioners working under supply chain department and one hundred and twenty five (125) youth, women & persons with disabilities' enterprises in Transzoia County Government. The whole population was considered in data collection; hence it was a census. A questionnaire was the primary source of collection of data from the respondents. Descriptive analysis was employed to analyze qualitative data and factor analysis (PCA) was used to identify the underlying factors. By identifying the factors affecting youth, women & persons with disabilities in accessing procurement opportunities in Transzoia County Government, the researcher and concerned policy makers will use the findings to enable achievement of provision of legal notice 114 of June 2013 that reserves 30% of procurement opportunities to the youth, women & persons with disabilities. The study established that availability of financial resources, procurement procedures and enforcement and compliance contributes to accessing procurement opportunities in Transzoia County Government. Youths should not be treated equally with women and persons with disabilities.

Keywords: Accessing procurement opportunities, Enforcement & Compliance, Procurement Procedures, Youths, Women and Persons With Disabilities.

1. INTRODUCTION

Background:

World over, governments are mass buyers of goods and services. Public procurement involves the process of acquiring goods, services and works by public procuring entities. It includes hiring, leasing, purchasing or any other contractual means of engaging suppliers in public services to the public. The aim of public procurement include:- minimizing administrative costs, satisfying the customer in terms of the cost, quality and in time, conducting business with integrity fairness and openness and meeting public objectives (Ndolo & Njagi 2014). According to Wamae (2014), the function of public procurement has grown tremendously in Kenya over the last ten years.

In Kenya the public procurement has become an issue of the public attention which has been subject to scrutiny, reforms and amendments. This is to enable achievement of political motives, government policies donor requirements meeting the needs of the society as a whole. Public procurement can be defined as the acquisition of goods, services and works by a procuring entity using public resources (World Bank, 2004).

In a strategic plan of Ministry of Finance (2009-2013) government spends approximately 70% of budget on procurement. Also procurement has a major role to play in the execution of budget at all levels of government. The main aim of public procurement is to achieve maximum value for money while ensuring fair competition and meeting the needs of the public. The purpose of the PPDA (2005) is to establish procedures for procurement and the disposal unserviceable obsolete or surplus store and equipment by public entities to achieve the following objectives;- To maximize economy and efficiency, to promote competition and ensure that competitors are treated fairly, to promote the integrity and fairness of the procedure, to increase transparency and accountability in those procedure, to increase public confidence in those procedures and to facilitate the promotion of local industry and economic development (PPDA, 2005)

The cabinet secretary for the National Treasury Published Public Procurement (Preference and Reservations) (Amendment) regulation 2013. The main aim of the regulation is to support the special interest groups in Kenya preference in the provision of goods and services to the public entities. This is in line with one of the key promises of President Uhuru Kenyatta and his government to give the youth, women and persons with disabilities at least 30% of all supply contracts to the public entities.

The youth, women & persons with disabilities face a number of varied challenges in participating in public procurement despite several efforts undertaken by the government and organization. First the source of information for Youth, women & persons with disabilities on tender notices are generally posted only once because of financial constrains faced by procurement entities, hence many Youth, women & persons with disabilities are unaware of what they are eligible to bid for, secondly financial constraints and government activities, third corruption in awarding of contracts by procurement employees and lastly the documentation required.

The youth, women and persons with disabilities are categorized as part of vulnerable populations which are normally overlooked by government initiatives and programmes hence they are less likely to receive skills training and therefore they are at a greater risk of being unemployed and having no source of income (Attaran, 2002). This is one of the reasons that the Kenyan government came with the AGPO program. The program is an affirmative action aimed at empowering youth's women and persons with disability – owned enterprises by giving the enterprises the opportunity to do business with government entities (R.O.K, 2013). The presidential directive that 30% of government procurement opportunities be set aside for youth, women and persons with disabilities – owned enterprises made it possible for the implementation of the program (Gatare and Shale, 2014).

Despite the government support by reducing several documentation requirement, financial support through Uwezo Funds and the introduction of e-procurement to motivate youth, women & persons with disabilities to participate in public procurement there are still significant challenges that need to be tackled of the SIG are to utilize the procurement opportunities that are available in both levels of government. This is the reason why this study wants to investigate the factors affecting youth, women & persons with disabilities in accessing procurement opportunities in Transzoia County Government.

Statement of the Problem:

All over the world, challenges' facing public procurement is always attracting attention from civil society, donors, politicians, practitioners, academicians and researchers due to poor performance resulting from non adherence to procurement laws and regulations. The procurement plays a significant role in maximization of public resources and realization of economic development agenda of Kenya. It is estimated that the financial activities of government procurement managed are believed to be in the order of 10% - 30% of the GNP (Calendar & Mathews, 2000). Handling this magnitude of prominent activities has been always a policy and management issue as well as an uphill task for public procurement practitioners.

Execution of the directive of the government of Kenya to set aside 30% of all public entities procurement budget within a financial year for Youth, women & persons with disabilities is a challenge to both the procurement entities and SIG enterprises. Governments in the 21st century are under increasing pressure to use more efficient and effective social procurement practices to deliver services and achieve their targets. The legislative arms of government through

progressive legislation are empowering women and PWDS in accessing public procurement opportunities. The Government of Kenya is committed to empowering the youth, women and persons with disabilities by being in the forefront in advocating for the Youth, women & persons with disabilities access to Government contracts. This has been evidenced by the Presidential Directive on Youth, women & persons with disabilities Access to Government Procurement opportunities (PPOA, 2013). Pursuant to the Regulation of the Public Procurement Preference and Reservations (Amendment) Regulation, 2013, there is the National Sensitization and Recruitment Drive on youth, women and PWDS Access to 30% of all Government Procurement opportunities (PPOA, 2013). The challenges the counties are facing in terms of procurement is similar to the rest of other counties. Despite the existence of the PPOA 2005, its regulation 2006, market price index 2010, public procurement manual 2009, the public procurement and disposal (County Government Regulation, 2013).

Procurement is central to the national and county government's service delivery system, and promotes aims which are, arguably, secondary to the primary aim of procurement such as using procurement to promote economical, social, industrial or environmental policies (Cane, 2004). According to Amemba et al. (2013), public procurement in Kenya plays a major role in the utilization of government resources and achievement of the economic development agenda of Kenya.

Gatare and Shale (2014) studied challenges affecting the implementation of access to the government procurement opportunities for youth, women & persons with disabilities in Kenya: A case of Nairobi County, the study found out that the legal framework has a duty to facilitate in the implementation of access to government procurement opportunities for youth, women & persons with disabilities in Kenya. The study also concluded that good training for practitioners in procurement will raise the skills of the procurement staff and to familiarize suppliers with the requirement of the reformed system. They also established that the Kenyan government is very critical in funding Youth, women & persons with disabilities. The study however was done on implementation of AGPO in Nairobi County which may not be representative of Trans Nzoia County. Also the study dwelt on implementation while this study will look at the factors affecting Youth, women & persons with disabilities in accessing procurement opportunities in Transnzoia County Government. In a study by Kamau et al (2014) very few youth owned enterprises have been able to access public procurement opportunities. There has been no initiative to look at public procurement from Youth, women & persons with disabilities perspective despite of its recognition as an employment opportunity for youths, women and PWDS, source of job creation and economic development in the dynamic world.

The 2014/2015 financial year recorded more than 15,000 youth, women & persons with disabilities who were competing for government procurement opportunities. In a circular to all public institutions, the director general of PPOA noted that most procuring entities are mainstreaming the legal requirement at a very slow pace as evidenced by low levels of reporting compliance with the preference and reservation schemes (Business Daily, 2014). Most of the public institutions have continued to ignore the provisions of Legal Notice 114 of June 2013 that reserves part of government procurement opportunities to the special groups. Through the procurement entities, are required to adhere to the procurement reservation schemes in their procurement plans, budgets, tendering and evaluation procedures and contract award.

Preferences and reservations for S.I.Gs is relatively new in public procurement in Kenya, the participation of Youth, women & persons with disabilities in government of Kenya procurement opportunities has not been extensively researched on. A few studies have been done on implementation of AGPO in SMEs in general and youth but not PWDS and women. This is why this study will focus on the factors affecting Youth, women & persons with disabilities (Youth, Women and Persons with Disabilities) on participation in public procurement in Kenya. This study therefore focuses on answering the following questions: - What are the effects of access to resources on youth, women & persons with disabilities in accessing procurement opportunities in Transnzoia county government? What are the effects of procurement procedures on youth, women & persons with disabilities in accessing procurement opportunities in Transnzoia county government? What are the effects of enforcement and compliance on youth, women & persons with disabilities in accessing procurement opportunities in Transnzoia county government?

Objectives of the Study:

General Objective:

The study will analyze the factors affecting youth, women & persons with disabilities in accessing procurement opportunities in Transnzoia County Government.

Specific Objectives:

The study was guided by the following specific objectives:

- i. To determine the effects of availability of financial resources on youth, women & persons with disabilities in accessing procurement opportunities in Transzoia county government.
- ii. To establish the effects of procurement procedures on youth, women & persons with disabilities in accessing procurement opportunities in Transzoia county government.
- iii. To ascertain the effects of enforcement and compliance on youth, women & persons with disabilities in accessing procurement opportunities in Transzoia county government.

Research Questions:

The study was guided by the following research questions.

- i. What are the effects of availability of financial resources on youth, women & persons with disabilities in accessing procurement opportunities in Transzoia county government?
- ii. What are the effects of procurement procedures on youth, women & persons with disabilities in accessing procurement opportunities in Transzoia county government?
- iii. What are the effects of enforcement and compliance on youth, women & persons with disabilities in accessing procurement opportunities in Transzoia county government?

Significance of the Study:

The study will create awareness and identify challenges that youth, women & persons with disabilities face in the process of accessing and participating in public procurement. By identifying the factors affecting youth, women & persons with disabilities in accessing procurement opportunities in Transzoia County Government the researcher and concerned policy makers will use the findings to enable achievement of provision of legal notice 114 of June 2013 that reserves 30% of procurement opportunities to the youth, women & persons with disabilities.

The findings will also be of essence to Public Procurement Oversight Authority in coming up with necessary steps to ensure youths, women and PWDs participate in public procurement as per the public procurement regulations of 2013.

The study findings and recommendations that will be generated will be of invaluable input to the SMEs and practitioners in public procurement. Transzoia county Government will be able to address the specific challenges affecting Youth, women & persons with disabilities in accessing procurement opportunities while improving and upholding the factors that enhance Youth, women & persons with disabilities access to procurement opportunities. The findings will also add more knowledge in the subject area which is emerging field in public procurement in Kenya.

The youth, women and PWDS will benefit from the study by understanding fully and taking up the public procurement opportunities preserved to them by the Transzoia County Government and other Counties in Republic of Kenya. The study will act as awareness to both the government and Youth, women & persons with disabilities on areas that need improvement in order to meet the constitutional requirements.

2. LITERATURE REVIEW

Theoretical Framework:

A research should be grounded on theory (Mentzer et al. 2008). This study was based on the institutional theory, transformational theory and public interest theories.

Social – Economic Theory:

The social- economic theory was propounded by Sutinen and Kuperan (1999). The socio-economic theory of compliance was formulated by integrating economic theory with theories from psychology and sociology to account for moral obligation and social influence as causes of individuals' decisions on adherence to the set standards. The emotional perspectives provide a foundation for the success or failure of organizational compliance (Lisa, 2010). According to Hui

et al., (2011) this theory concentrates on the association and interaction between an entity and the society, provides a sufficient and superior lens for understanding public procurement system. The rules and regulations established by the government to guide procurement procedures and conduct of procurement professionals acts an antecedent for individuals to comply to the standards established. In Kenya this is guided by the PPDA (2005), its regulations and amendments and regulations provided by the government. The implementation of 30% of procurement opportunities to youth, women & persons with disabilities is guided by 2013 regulations that all public entities should comply.

Institutional Theory:

Najeeb (2014) asserts that the study of institutions traverses the academic fields of economics, sociology, political science and organizational theory. According to Kaufman (2011), the common denominator for institutionalism in various disciplines appears to be that of, institutions matter. Hence, "organizational practices are either a direct reflection of, or response to, rules and structures built into their larger environment" (Pauwe & Boselie 2003). In public procurement, different institutions interact in order to meet the needs of each other while abiding to the set rules and regulations established by the government. There are three pillars of institutions as regulatory, normative and cultural cognitive as identified by Scott (2004). The regulatory pillar emphasizes the use of rules, laws and sanctions as enforcement mechanism, with expedience as the basis of compliance. The normative pillar refers to norms and values with social obligation as the basis for compliance. The cultural cognitive pillar rests on shared understanding, that is, common beliefs, symbols and shared understanding. In relation to this theory, public procurement entities and suppliers in Kenya are guided by rules and regulations as stipulated in The Public Procurement and Disposal Act, 2005, Public Procurement and Disposal Regulations, 2006, The Public Procurement and Disposal (Amendment) Regulations, 2009, The Public Procurement and Disposal (Public Private Partnerships) Regulations, 2009, The Public Procurement and Disposal (Preference and Reservations) Regulations, 2011 and The Public Procurement and Disposal (County Governments) Regulations, 2013. These set of legislations have brought new standards to guide public procurement process in Kenya.

Conceptual Framework:

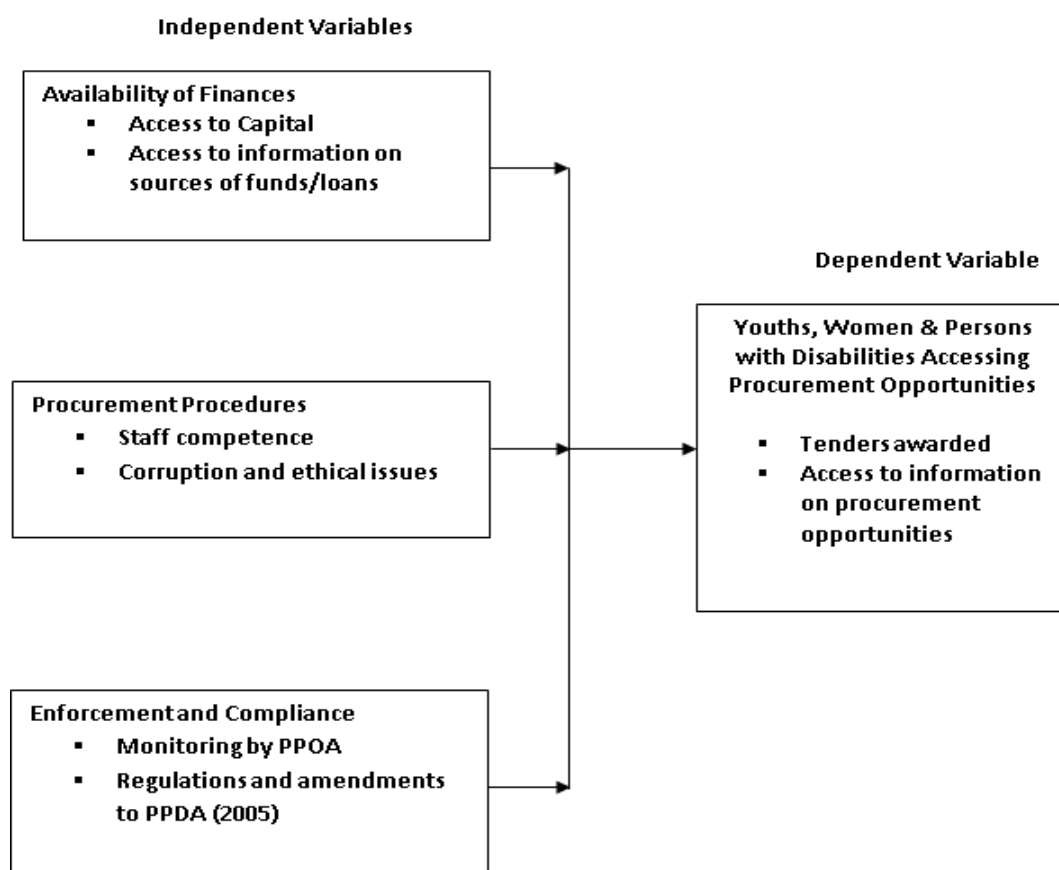


Figure 1: Conceptual Framework

The study considered access to resources, procurement procedures and enforcement and compliance as the factors which affects participation of enterprises owned by youths, women and persons with disabilities in procurement opportunities in Transzoia County Government.

Availability of Finances:

The enterprises owned by youth, women & persons with disabilities face myriad of challenges. These challenges include limitations in accessing credit from financial institutions, since most of the enterprises are start ups they lack experience and access to information on procurement opportunities in public procurement because majority of them are located in areas that we have limited access to newspapers and the internet. According to Kamau et al (2014) in a study on access to credit facilities as a major factor hindering access to public procurement contracts by youth entrepreneurs in government ministries in OL Kalou Sub-County, Kenya, they noted that access to credit is almost across the world indicated as a key problem for SMEs. In some cases, even where credit is obtainable, the start ups may lack liberty of choice because the lending circumstances may force the acquisition of heavy, immovable equipment that can serve as guarantee for the loan. Furthermore, financing institutions often do not tackle the type of sectors or business fields of youth, women and persons with disabilities enterprises partly because those are not considered units with any growth potential and very risky to venture into.

According to public procurement regulations 2011, procuring entities are allowed to unbundle goods, works and services in practicable quantities pursuant to Section 31(7) of the PPDA, 2005 for the purpose of ensuring maximum participation of youth, women and persons with disabilities' small and microenterprises in public procurement.

Small and micro enterprises or enterprises owned by youth, women & persons with disabilities participating in procurement proceedings are also not required from providing tender securities. Under the regulations, procuring entities are sanctioned to make use of existing framework contracts with youth, women and persons with disabilities, small and micro enterprises wherever suitable to provide an efficient, cost effective and flexible means to procure goods, works and services that are required frequently or always over a set period of time (PPDA, 2005).

Procurement Procedures:

In every organization, the basic principles that should guide procurement practice and conduct of procurement professionals include accountability, where effective mechanisms must be in place in order to enable procuring entities spend the limited resources carefully, knowing clearly that they are accountable to members of the public; competitive supply, which requires the procurement be carried out by competition unless there are convincing reasons for single sourcing; and consistency, which emphasizes the equal treatment of all bidders irrespective of race, nationality or political affiliation (Thai, 2001).

Ethical behavior encompasses the concepts of honesty, integrity, probity, diligence, fairness, trust, respect and consistency. According to Wee (2002) ethics are the moral principles or values that guide officials in all aspects of their work. Ethical behavior includes avoiding conflicts of interest, and not making improper use of an individual's position.

Staffs that are not adequately trained in procurement will lead to serious consequences including breach of the code of conduct. Professionalism in public procurement relates not only to the level of education and qualifications of the workforce but also to the professional approach in the conduct of business activity (Raymond 2008). Raymond also established that there are approximately 500,000 professional purchasing people in the United States and only 10% of these have been members of a professional body and the rest are not even aware that there are ethical and legal standards involved in procurement. (Raymond 2008) acknowledges that lack of high degree of professionalism in public procurement leads to corruption which ultimately impedes compliance. Procurement staff of county governments must be trained and made aware of all the regulations in relation to procurement and related procedures (Hui et al 2011). The ethical code is not only the deterrent of incorrect behavior but also an enabler for all members of the organization to safeguard the ethical legacy of the firm (Rossi 2010).

Enforcement and Compliance:

According to Zubcic et al (2011), enforcement can generally referred as any act taken by implementers or a regulatory body to ensure compliance. The possibility of taking legal actions is essential to compliance and enforcement. Any legal

action taken has cumulative effect on the consciousness of regulated entities and persons that violators will be punished in order to check their own compliance areas (Gunningham et al 2005). They also argue that the outcomes of sustained enforcement actions instilled a culture of compliance and have a direct impact on compliance behavior.

The public procurement and Disposal Act of Kenya of 2005, provides the rules and regulations that should be adhered to in public procurement. Rules need to be clear, organized and easily understood. Eyaa et al 2011, asserted that lack of familiarity with the procurement rules result into poor compliance levels and ambiguity in the public procurement procedures may provide a chance for dubious acts. (Gelderman et al 2006) as noted by (Tukamuhambwa 2012) maintains that public procurement practitioners will comply with the rules and regulations if they perceive them logical. Educating and training public purchasers will be an effective tool for increasing the compliance with the directives of public procurement (Gelderman et al 2006).

In Kenya regulatory framework for public procurement is provided by the PPOA's Public Procurement and Disposal General Manual, (PPDGM), the legal framework of Kenya's public procurement system was strengthened with the enactment of the public procurement and disposal Act 2005 which came to operation on 1st January 2007 with the publication of the Public Procurement and Disposal Regulations, 2006.

Critique of the existing literature relevant to the study:

Public procurement is regarded as a strategic profession that plays a central role in preventing mismanagement and minimizing the potential of corruption in the use of public resources (OECD, 2007). Public procurement is progressively recognized as an instrument of government policy and a lever for wider economic, social and environmental change.

The Public Procurement System in Kenya has evolved from a crude system with no regulations to a legally regulated procurement system in line with international standards. Kenya has undertaken efforts to reform and modernize its Public Procurement System. The evolution was through a system regulated by Treasury Circulars in the 1970s, 1980s and 1990s and further to an orderly legally regulated procurement system since March, 2001 under the Exchequer and Audit (Public Procurement) Regulations. As a result of the implementation of this reform agenda, Public Procurement and Disposal Act (PPDA) was approved by parliament in 2005. In 2007 the PPDA came into force and established the Public Procurement Oversight Authority (PPOA) as regulatory body for development and oversight of the Kenyan Public Procurement System.

Procurement practices also evolved in the context of international financial institutions. The World Bank, the Inter-American Development Bank and other regional development banks have played an important role in shaping generally accepted principles for public procurement. These Banks have established detailed policies and procedures for procurement in connection with the projects funded by them, with due attention to considerations of economy and efficiency and without regard to political or other non-economic influences or considerations (Arrowsmith et al 2000)

Besides the PPDA, Public procurement in Kenya is governed by many other legislations like Public Procurement and Disposal Regulations (2006), Supplies Practitioners Management Act (2007), Public Procurement and Disposal (Public Private Partnerships) Regulations (2009), Constitution of Kenya (2010), Public Procurement and Disposal (Preference & Reservations) Regulations 2011, Public Private Partnerships Act (2012), and most recently Public Procurement and Disposal (County Government) Regulations, of 13th April, 2013. Most of these legislations are in support of the disadvantaged groups, under which category the youth fall, for instance, one of the objectives of the PPDA is to facilitate the promotion of local industry and economic development. Sec. 39 of the Act stipulated provisions for Preference and Reservations for the groups. Section 227 of the Kenyan constitution also gave guidelines on the preference and reservation scheme. The Public Procurement and Disposal (Preference and Reservations) Regulations, 2011 defines a target group as designated tenderers identified by the government to benefit from the preference and reservations schemes. Public Procurement and Disposal Preference and Reservations Amendment Regulations, 2013 reserved 30% of government tenders for the youth, women and persons with disabilities. Under the same regulations, the target groups have also been exempted from paying tender securities for government tenders (GoK, 2013). These legislations have contributed greatly to the youth uptake of government tenders as most of the youth entrepreneurs now find the government a better entity to trade with.

According to Ganbold (2008), the ability of SMEs to grow depends highly on their potential to invest in innovation and qualification. All of these investments need capital and therefore access to finance. Ganbold highlights that the consistently repeated complaint of SMEs about their problems regarding access to finance is a highly relevant constraint that endangers the economic growth of the countries. SME's are mostly not able to access finance from local banks at all, or face strongly unfavorable lending conditions, even more so following the recent financial crisis. Banks in developing countries are in turn hampered by lack of lender information and regulatory support to engage in SME's lending. The overall result is absence of a well functioning SME lending market, and SME's are impeded in their growth, with negative consequences for innovation, economic and macro-economic resilience in developing countries.

In response to the financial challenges to the Youth, women & persons with disabilities, the government has put in place measures to empower the youth financially and ensure that the youth has access to finances, for instance, Uwezo fund was initiated in 2013 to support the Youth, women & persons with disabilities. The fund lends loans to the disadvantaged at lower rates and no collateral is required to secure the funds (GoK, 2013). The government also has the youth fund which lends money to the youth at lower interest rates. The main objectives of the youth enterprise fund are: Provide funding and business development services to youth owned or youth focused enterprises, provide incentives to commercial banks through appropriate risk mitigation instruments to enable them increase lending and financial services to youth enterprises; Provide loans to existing micro-finance institutions, registered non-governmental organizations involved in micro financing, and savings and credit co-operative organizations for on-lending to youth enterprises; Attract and facilitate investment in micro, small and medium enterprises oriented commercial infrastructure such as business or industrial parks, stalls, markets or business incubators that will be beneficial to youth, women and PWDs enterprises; Support youth oriented micro, small and medium enterprises to develop linkages with large enterprises; Facilitate marketing of products and services of youth owned enterprises in both domestic and international markets (GoK, 2006). Public procuring entities have also been instructed to pay suppliers within thirty days to facilitate them participate in more tenders (GoK, 2013). The public institutions are also supposed to give letters of undertakings to the youth suppliers which are meant to help them secure funds from financial institutions. Invoice discounting has also been popular in the financial institutions, which has seen the youth greatly benefit from government tenders.

Research with SMEs in Northern Ireland and Ireland suggests that they are often unaware of, or have limited knowledge of, how to access public procurement opportunities. For example, the 2009 FSB survey found that half of SMEs in Northern Ireland were unaware of any public procurement information sources, and 48% were unaware of e-sourcing (the civil service e-tendering website). In addition SMEs were found to lack the time and resources required to source contracts FSB Northern Ireland (2009). According to Inter Trade Ireland (2009) report of the same year, it was found that lack of knowledge in how to access the public procurement market is a significant factor in SMEs not targeting the market. This was particularly the case for lower value contracts, which may not be advertised widely. In most developing countries, market signals on business opportunities, customer trends, methods of organization, etc., are not communicated, effectively, to the SMEs (Ladzani 2001). The SMEs perform better in information-rich environments (Ladzani 2001). To achieve quality within the information rich environment, some notable challenges need to be handled head on. Small and Medium Enterprises (SMEs) in Uganda face the following difficulties identified by the Commonwealth Secretariat (2010): insufficient knowledge of the formal tendering process; no feedback was made available about previous unsuccessful tenders (Obanda, 2011).

In cognizant of this, the government of Kenya has put in place avenues through which the youth, women and PWDs can access information on government tendering: There is continuous capacity building on how to write formal tenders by the government through the PPOA. Through suppliers forums, the bidders are also enlightened on the public procurement system and the continuous improvements the government is undertaking to make it easy for the SME's. This helps in changing the public perception that the public procurement system is complex, costly and time consuming. The government has also required all public procuring entities give feedback to unsuccessful bidders, indicating why they did not win a certain tender. This not only motivates them to participate more, but also helps them improve on the areas that made them not win the tender. High value contracts are published on daily papers and departmental websites, (GoK, 2013). There is also a requirement from the PPOA that procuring entities post their tender opportunities within certain thresholds in the PPOA website. (PPOA, 2007)

Registration of youth, women & persons with disabilities has been devolved to the county level, therefore the Youth, women & persons with disabilities do not have to register themselves with the national treasury as it was initially (County Government Amendments Regulations, 2013). The government, through the National Youth Council has also been sensitizing the youth on the opportunities available for the youth even at the county level.

Puddephatt and Kaspar, (2012) in their journal, Benefits of Transparency in Public Procurement for SMEs' acknowledges that many barriers facing SMEs in public procurement are related to the lack of transparency in the procurement process. They continue to indicate that this manifests itself in form of obscure tenders and decision-making processes, and is bolstered by a culture of corruption – typically with weak accountability mechanisms and lack of scrutiny over allocation of public funds. Probity requires the purchasing process to be conducted ethically; honestly; and with fairness to all participants. According to the Kenya Public Procurement and Oversight Authority (PPOA) (2007), unethical practices in public procurement are non enforcement of law, lack of transparency and accountability, breakdown or erosion of values and norms, weak management systems, procedures and practices, lack of professional integrity, greed and abuse of discretionary power. Pidaparathi (2006) states that procurement corruption can take place at every stage. According to the OECD (2007), many countries have not been able to tackle the integrity issues in public procurement. OECD considers public procurement as the government activity most vulnerable to corruption. In this sense, lack of transparency and accountability are considered as the major threats to integrity in public procurement (OECD, 2007). The World Bank (2010) indicates that many countries are yet to develop procedural frameworks that ensure: public procurement procedures are transparent and promote fair and equal treatment; public resources linked to public procurement are used in accordance with intended purposes; procurement officials' behavior and professionalism are in line with the public purposes of their organization and systems are in place to challenge public procurement decisions, ensure accountability and promote public scrutiny.

Research in 2009 found that many companies who had little or no experience of tendering in the public sector felt that they did not have the appropriate capability in terms of knowledge and skills, and/ or described issues around inadequate resources or critical mass. The institutional challenge is defined as the policies and regulations that can affect the activities of a small enterprise (Shi and Li, 2006). Public contracts driven by EU Directives and PPDA 2005 usually require SME suppliers which are legally registered and value added tax-compliant. Most SMEs usually lack formality in terms of business licenses, value-added tax (VAT) registration, formal business premises, operating permits and accounting procedures required by the Public Procurement and Disposal Act (2005) as well as the Public Procurement Regulations (2006). Tax avoidance and non-compliance with various business registration formalities could be attributed to their limited capital base and only rudimentary technical or business skills among their operators (Wasonga, 2008). Since most of them lack these important documents, they are often eliminated in the very first stages of procurement process. Additionally, a clear government policy to guide Youth, women & persons with disabilities enterprises development is not in operation thus Youth, women & persons with disabilities enterprises fail to grow beyond the traditional “family business” into an established entity that can employ and support others in the community.

Summary:

In improving public procurement in Kenya as well as reform initiatives have centered on making the acquisition process more efficient, essentially by blocking legal and procedural loopholes believed to be avenues for waste and corruption in the system. The government has come up with an initiative to support Youth, women & persons with disabilities through AGPO to assist them get 30% of procurement opportunities in the public entities. The government came up with regulations and amendments to govern its implementation. It has also been able to solve some challenges that Youth, women & persons with disabilities normally go through while applying for the contracts. This has been reduction of documentation and financing through the Youth Enterprise Fund, Women Enterprise Fund and Uwezo Fund. These efforts remain valid and justified especially considering the general legislative and regulatory weakness that has characterized procurement in Kenya's public sector over the last four or so decades and the current levels of unemployment among the youth, women and PWDS.

Research Gaps:

Based on the literature reviewed, it is evident that there are inadequate studies on the factors affecting youths, women and PWDs participation in public procurement in Kenya and specifically there are no related studies pertaining to Transzoia

County Government in relation to the topic. Studies conducted have focused more youths and to some extent women leaving out PWDs and public procurement opportunities in general. Gitari and Kabare (2014) analyzed the factors affecting access to procurement opportunities in public secondary schools by small and medium enterprises in Kenya. However, he did not address the factors affecting the Youth, women & persons with disabilities involvement in public procurement. Gatere and Shale (2014) investigated the challenges affecting the implementation of access to government procurement opportunities for Youth, women & persons with disabilities in Kenya: A case of Nairobi County. They did not consider the challenges that Youth, women & persons with disabilities face in the process of accessing procurement opportunities which needs to be investigated.

Researchers such as Kamau et al. (2014), Wambui (2014), Muraguri (2013) and Muthoni (2012) have dwelt on youths a lot leaving out women and PWDs on accessing government procurement opportunities. As per the regulations of 2013 for preference and reservation, 30% of procurement opportunities are reserved for all Youth, women & persons with disabilities that is youths, women and PWDs and not only youths. The reason for the Kenyan Government to come up with AGPO programme was to involve all Youth, women & persons with disabilities in public procurement opportunities as a whole. Hence this gap has to be field by evaluating all the Youth, women & persons with disabilities without favor or discrimination of one group.

3. RESEARCH METHODOLOGY

Research Design:

The study was conducted through a descriptive research design. The major purpose of the research design is the depiction of the situation as it exists at present (Kothari 2004). This was appropriate to obtain information concerning the current status of the phenomenon and describe what the current situation is with respect to the variables of the study. Ghauri and Gronhaug (2005) asserts that in descriptive design the problem is structured and well understood a fact that Mugenda and Mugenda (2003) agrees that descriptive design is most ideal because it gives a report on things as they actually are.

Population of the Study:

Sekaran (2013) defines a population as an intact faction of individuals, events or things of interest for which the study wants to make inferences. According to Mugenda and Mugenda (2003), population is an inclusive set of individuals, cases or objects with some familiar noticeable characteristics. Target population is the population which a researcher wants to obtain the results of the study by collecting information from the population. In this study the target population is twenty (20) Procurement Practitioners working under supply chain department of Transnzoia County Government and one hundred and twenty five (125) youth, women & persons with disabilities in Transnzoia County Government.

Table 1: Target Population

Group	Target Population
Procurement Practitioners	20
Youths, Women & Persons with Disabilities	125
Totals	145

Sampling Frame:

A sampling frame is a list of all items where a representative sample is drawn for the purpose of research. In this study, the target population will form the sample size as a whole. Hence the study was a census. This is because the target population was manageable and was fit for factor analysis.

Data Collection Instruments:

The researcher developed a standardized questionnaire that captured the various variables under study. A questionnaire is a research tool that gathers data over a large sample and its objective is to translate the research objectives into specific questions, and answers for each question to provide the data for hypothesis testing. The advantage of a questionnaire over other instruments include the fact that questionnaires are: realistic and large amounts of information can be collected from a large number of people in a short period of time and in a relatively cost effective way, they can be carried out by the

researcher or by any number of people with limited affect to its validity and reliability and the results of the questionnaires can be quickly and easily quantified by either a researcher or through the use of a software package.

The questionnaire contains both closed and open-ended questions. The closed ended questions aimed at giving information which minimized information bias and facilitated data analysis, while the open-ended questions gave respondents freedom to express themselves.

Data Collection Procedure:

For the purpose of this study, the researcher will use both primary and secondary data. The secondary was obtained from comprehensive archived sources namely published material, journals, internet sources and books while primary data was collected by the use of questionnaires which was both closed and open ended questions. The questionnaire was personally administered through drop and pick from the respondents. The study targeted the procurement practitioners and youth, women & persons with disabilities' who have been prequalified in Transzoia County Government. This is because they are in a better position to provide information on the factors affecting youth, women and PWDS in accessing procurement opportunities in Transzoia County Government.

Data Processing and Analysis:

Descriptive analysis was employed to analyze the collected data. Factor analysis (Principal Component Analysis) was used to identify the underlying factors. Sekaran, (2013) asserts that there are three objectives in data analysis; getting a feel for the data, testing the goodness of the data, and answering the research questions. After gathering data from questionnaire schedules, they were checked adequately for completeness and clarification. The data was analyzed using quantitative techniques, whereby the findings was presented in the form of frequency distribution tables and pie charts while qualitative techniques was incorporated in the study to facilitate description and explanation of the study findings. By so doing this will create good understanding of the study findings.

Principal Component Analysis was used to conduct factor analysis. This will enable to identify the factors that affect youth, women & persons with disabilities in accessing government procurement opportunities in Transzoia County Government.

4. DATA FINDINGS AND DISCUSSIONS

Response Rate:

The target population for the study was 125 suppliers who were youth, women & persons with disabilities (youths, women and persons with disabilities) and 20 employees. Out of 125 youth, women & persons with disabilities only 87 enterprises responded to the questionnaire while only 1 employee did not respond. This represents a response rate of 73% which according to Creswell (2009) a response rate of 50% is adequate to give the correct view for a study. All the returned questionnaires were fit for data analysis. The response rate is presented on Figure 2.

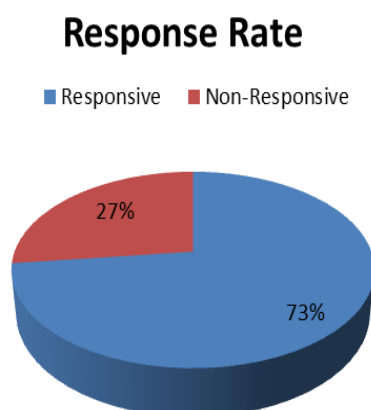


Figure 2: Response Rate

Descriptive Statistics for Background Information of Respondents:

The background information of the respondents was divided into two; employees' background and youth, women & persons with disabilities background information as discussed below: -

Employees:

The information obtained includes data relating to gender, membership with KISM, educational qualifications and work experience of employees of Transzoia County Government, Supply Chain Management department.

Gender of Employees:

The researcher sought to establish the gender distribution of the respondents as depicted in table 4.1.

Table 2: Gender of employees

Gender	Frequency	Percent
MALE	10	52.6
FEMALE	9	47.4
Total	19	100.0

Table 2 illustrates that majority of the employees respondents, 52.6% per cent were male, whilst only 47.4% were females. This clearly shows that the gap between the two groups is minimal.

Registration with KISM:

It is a legal requirement that procurement practitioners in Kenya be registered with Kenya Institute of Supplies Management. The researcher sought to establish if the employees comply with the regulations. Table 4.2 shows the response on the matter.

Table 3: Registration with KISM

Response	Frequency	Percent
YES	11	57.9
NO	8	42.1
Total	19	100.0

According to table 3, greater part of the employees (57.9%) was members of KISM while 42.1% had not registered with the professional body. The respondents who were not registered with KISM attributed this to the centralization of KISM services.

Work Experience:

The sample distribution in terms of work experience is depicted in Table 4.

Table 4: Work Experience

Period	Frequency	Percent
Less than 1 Year	6	31.6
2 to 3 Years	7	36.8
3 to 4 Years	6	31.6
Total	19	100.0

Table 4 shows the employee's length of service which ranged from less than one year to a maximum of four years. This is attributed to the existence of county governments in Kenya. Six (31.6%) of the participants had a length of service of less than one year; Seven (36.8%) of the employees had worked for a period between 2 to 3 years while those employees who had worked for a period between 3 to 4 years were equal to those who had served less than one year. Majority of the respondents had worked for more than two years hence they had experienced the whole procurement cycle.

Academic Qualifications:

The academic qualifications of the employees is shown below in Figure 3

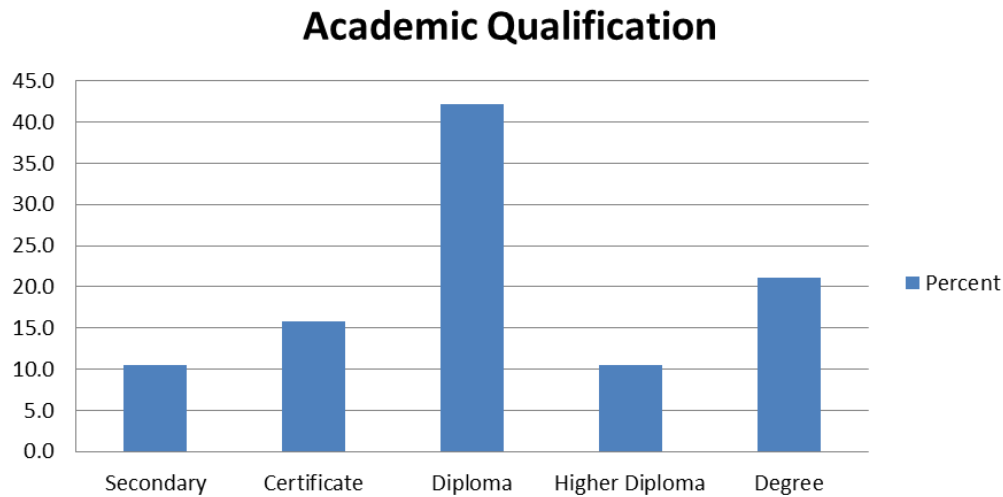


Figure 3: Academic Qualification

Academic Qualifications of Employees:

Figure 4.2 illustrates that majority of the employees (42.1%) had diplomas while the least had secondary education and higher diplomas both at 10.5%. Those who had degrees and certificates were at 21.1% and 15.8% respectively. It can be concluded that 89.5% of the employees had attained post secondary education.

Training on Public Procurement:

The implementation of the policies and regulations provided by the government, the employees have to be well acquainted to the procedures and techniques. Figure 4 shows the level of training of employees.

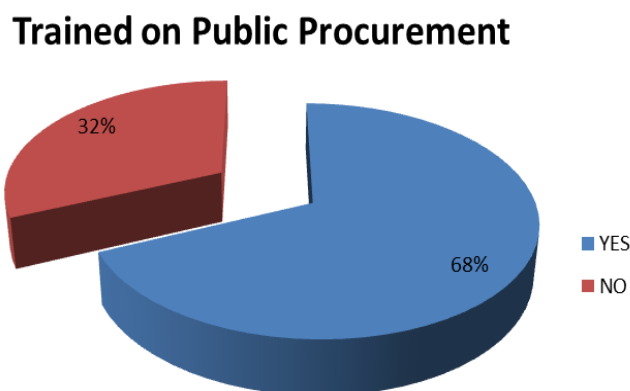


Figure 4: Public Procurement Training of Employees

Most of the employees (68%) had been trained on public procurement while 32% had not been trained. Those trained employees acknowledged that they are normally trained on legal and regulation matters relating to procurement functions.

Youth, women & persons with disabilities:

The information obtained includes data relating to category of enterprise, period of existence, educational background and participation in tendering.

Category of Enterprise:

Youth, women & persons with disabilities can be categorized into three sections i.e. youths, persons with the disabilities and women. The researcher sought to establish the level of participation of youth, women & persons with disabilities as per three categories as depicted in Table 5

Table 5: Category of Enterprise

Category	Frequency	Percent
Youth Enterprise	47	54.0
Person With Disability Enterprise	16	18.4
Women Enterprise	24	27.6
Total	87	100.0

Table 5 demonstrates that youth enterprises accounted for the highest (54%) level of youth, women & persons with disabilities in Transzoia County Government suppliers. Persons with disabilities were the least at 18.4% while women enterprises were at 37.6%. This basically shows that the youths are more aggressive in accessing procurement opportunities in Transzoia County Government.

Period of Existence of the enterprise:

The study determined the years that youth, women & persons with disabilities have been in existence since its inception. Table 6 exhibits period of existence.

Table 6: Period of Existence of youth, women & persons with disabilities

Period	Frequency	Percent
Less than 1 Year	16	18.4
1 to 2 Years	43	49.4
3 to 4 Years	15	17.2
More than 5 Years	13	14.9
Total	87	100.0

As per table 6, it is clear that most (49.4%) of the youth, women & persons with disabilities have existed for a period between 1 to 2 years while the least (14.9%) have existed for a period more than 5 years. 18.4% and 17.2% of the youth, women & persons with disabilities have existed for a period between less than 1 year and 3 to 4 years respectively. This shows that since the introduction of county government in Transzoia County, it has led to formation of more youth, women & persons with disabilities because of the opportunities that have been created.

Education Background of Youth, women & persons with disabilities:

The researcher sought to establish the education level of the youth, women & persons with disabilities. Table 4.6 shows the education level of the respondents.

Table 7: Education Background of the Youth, women & persons with disabilities

Education Level	Frequency	Percent
Primary Education	3	3.4
Secondary Education	37	42.5
College Education	31	35.6
University Education	16	18.4
Total	87	100.0

Table 7 exhibits that 42.5% of the youth, women & persons with disabilities have secondary level of education and they were the majority. The least (3.4%) had primary level of education. Those with university and college level of education were 18.4% and 35.6% respectively. This illustrates that 96.6% of the respondents had post primary level of education. It

can be concluded that the employees are more educated than youth, women & persons with disabilities (youth, women and persons with disabilities) in Transnzoia County Government.

Participation in County Government Tendering:

The sole objective of any youth, women & persons with disabilities as a supplier is to win a tender. Figure 4.4 shows the response of youth, women & persons with disabilities if they have ever applied for any tender or have been prequalified.

Participated in Tendering

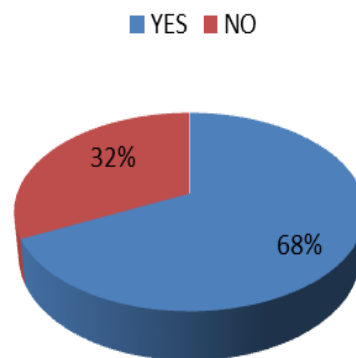


Figure 5: Participated in Tendering

Figure 5 illustrates that 68% of the youth, women & persons with disabilities had either applied for a tender or/and had been prequalified as a supplier while 32% had not participated. The respondents whose response was negative attributed it to lack of information on procurement opportunities because of the mode of communication used by the county government.

Won County Government Tender:

It was important to establish if the fifty nine youth, women & persons with disabilities who had participated in the tendering had won any tender. Figure 6 shows the response.

Won a Tender

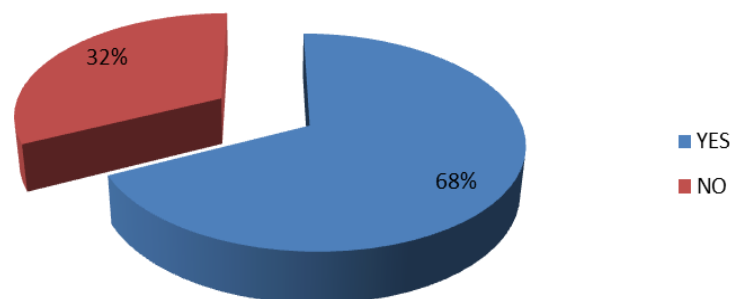


Figure 6: Youth, women & persons with disabilities who won a tender

Out of 59 youth, women & persons with disabilities who had participated in tendering, 68% of the respondents won their tenders while 32% were unsuccessful. Those who were unsuccessful attributed it to lack of documentations required and financial ability to service a tender.

Effect of Availability of finance on youth, women & persons with disabilities Accessing procurement opportunities in Transzoia County Government:**Table 8: Availability of finance to youths, women & persons with disabilities**

Statement	N	Mean	Std. Deviation
Financial availability is critical for youth, women & persons with disabilities accessing government tenders.	106	4.28	.714
The high cost of credit, high bank charges and fees impends youth, women & persons with disabilities development	106	3.25	.916
Youth, women & persons with disabilities rarely participate in government tenders due to lack of information about L.P.O financing and procurement opportunities	106	2.12	.777
Easy access to all relevant information on opportunities in public procurement is of key importance to the youth, women & persons with disabilities.	106	4.17	.899
The procedure of accessing funds is long and cumbersome	106	2.47	1.007
Youth, women & persons with disabilities are becoming increasingly important in terms of employment, wealth creation and the development of innovation	106	1.91	.845
Valid N (listwise)	106		

Table 8 indicates that the respondents agreed (4.28) that financial availability is critical for youth, women & persons with disabilities accessing government tenders and (4.17) easy access to all relevant information on opportunities in public procurement is of key importance to the youth, women & persons with disabilities. Obanda (2011) agrees with the findings by postulating that public tenders are described by vast loads projects which require huge capital to service a tender. They strongly disagreed (1.91) on youth, women & persons with disabilities if they are becoming increasingly important in terms of employment, wealth creation and the development of innovation and disagreed. They disagreed (2.12) on youth, women & persons with disabilities rarely participate in government tenders due to lack of information about L.P.O financing and procurement opportunities and (2.47) on the procedure of accessing funds is long and cumbersome. They were neutral (3.25) on the high cost of credit, high bank charges and fees impends youth, women & persons with disabilities development.

Effect of procurement procedures on youth, women & persons with disabilities Accessing procurement opportunities in Transzoia County Government:**Table 9: Procurement Procedures**

Statement	N	Mean	Std. Deviation
Lack of transparency and accountability are considered as the major threats to integrity in public procurement	106	4.23	.637
Delayed payments discourage the youth, women & persons with disabilities from participating in government tenders.	106	2.87	.852
Existence of unethical behavior and corruption in has affected the youth, women & persons with disabilities in participating in public procurement	106	4.41	.814
The government has put commendable effort to create awareness on public procurement opportunities amongst the youth.	106	3.33	.492
Youth, women & persons with disabilities usually have the required documents in terms of business licenses, value-added tax (VAT) registration, formal business premises, operating permits and accounting procedures required by the Procurement Entities	106	1.64	.620
Inadequate training of procurement staff has negatively affected the youth, women & persons with disabilities in participating in public procurement	106	4.32	.698
Lack of feedback about previous unsuccessful tenders impedes the youth, women & persons with disabilities from participating in government tendering process.	106	2.80	1.009
Many youth, women & persons with disabilities who have little or no experience of tendering in the public sector feel that they do not have the appropriate capability in terms of knowledge and skills	106	4.20	.624
Valid N (listwise)	106		

Table 9 demonstrates that the respondents agreed (4.23) and (4.41) that lack of transparency and accountability are considered as the major threats to integrity in public procurement and the existence of unethical behavior and corruption has affected the youth, women & persons with disabilities in participating in public procurement respectively. They also agreed (4.32) that inadequate training of procurement staff has negatively affected the youth, women & persons with disabilities in participating in public procurement and (4.20) many youth, women & persons with disabilities who have little or no experience of tendering in the public sector feel that they do not have the appropriate capability in terms of knowledge and skills. Obanda (2011) agrees with the finding by acknowledging that competence in public procurement has a positive significant relationship with accessibility to public procurement opportunities. The respondents were neutral (3.33) on the government if it has put commendable effort to create awareness on public procurement opportunities amongst the youth. They disagreed on delayed payments discourage the youth, women & persons with disabilities from participating in government tenders (2.87) and on lack of feedback about previous unsuccessful tenders impedes the youth, women & persons with disabilities from participating in government tendering process (2.80). Lastly, they strongly disagreed (1.64) that youth, women & persons with disabilities usually have the required documents in terms of business licenses, value-added tax (VAT) registration, formal business premises, operating permits and accounting procedures required by the Procurement Entities.

Effect of enforcement and compliance on youth, women & persons with disabilities Accessing procurement opportunities in Transzoia County Government:

Table 10: Enforcement and compliance

Statement	N	Mean	Std. Deviation
The existing procurement laws are sufficient to enable the youth, women & persons with disabilities participate in government tenders	106	2.17	.833
Proper Implementation of the procurement laws is being done to ensure the youth, women & persons with disabilities get what they are entitled to in government tendering.	106	4.21	.643
Abuse of public procurement systems arises largely due to weak or inconsistent enforcement of the rules	106	4.48	.573
Weak oversight framework is often the root of challenges facing youth, women & persons with disabilities in public procurement	106	2.95	1.055
Government is yet to develop procedural frameworks that ensure public procurement procedures are transparent and promote fair and equal treatment for youth, women & persons with disabilities	106	2.83	1.037
The government has not been able to tackle the integrity issues in public procurement.	106	4.75	.438
Valid N (listwise)	106		

Table 10 illustrates that agreed on proper Implementation of the procurement laws is being done to ensure the youth, women & persons with disabilities get what they are entitled to in government tendering (4.21) and abuse of public procurement systems arises largely due to weak or inconsistent enforcement of the rules (4.48) and on the government has not been able to tackle the integrity issues in public procurement (4.75). They disagreed on the existing procurement laws are sufficient to enable the youth, women & persons with disabilities participate in government tenders (2.17), weak oversight framework is often the root of challenges facing youth, women & persons with disabilities in public procurement (2.95) and government is yet to develop procedural frameworks that ensure public procurement procedures are transparent and promote fair and equal treatment for youth, women & persons with disabilities (2.83). The findings are in line with Puddephatt & March (2012) who considers that feeble regulatory framework is regularly the cause of challenges facing youth, women & persons with disabilities in accessing public procurement.

Youth, women & persons with disabilities Accessing procurement opportunities in Transzoia County Government:**Table 11: Accessing procurement opportunities**

Statement	N	Mean	Std. Deviation
Youth, women & persons with disabilities enterprises are registered with AGPO	106	2.11	.607
Lack of knowledge in how to access the public procurement opportunities is a significant factor hindering youth, women & persons with disabilities from participating in public procurement	106	4.29	.717
Youth, women & persons with disabilities enterprises have been prequalified as suppliers	106	2.58	.632
Lack of sensitization on procurement opportunities has affected youth, women & persons with disabilities in public procurement.	106	3.22	.905
Existence of political interference has positively affected the youth, women & persons with disabilities in participating in public procurement	106	3.50	1.071
Valid N (listwise)	106		

Table 11 illustrates that the respondents agreed (4.29) that lack of knowledge in how to access the public procurement opportunities is a significant factor hindering youth, women & persons with disabilities from participating in public procurement while they were neutral on lack of sensitization on procurement opportunities has affected youth, women & persons with disabilities in public procurement (3.22) and the existence of political interference has positively affected the youth, women & persons with disabilities in participating in public procurement (3.50). They disagreed on youth, women & persons with disabilities enterprises are registered with AGPO (2.11) and Youth, women & persons with disabilities enterprises have been prequalified as suppliers (2.58) in Transzoia County Government.

Factor Analysis:

Factor analysis was used to construct the factors affecting youth, women & persons with disabilities in accessing procurement opportunities in Transzoia County Government. Principal component analysis (PCA) was performed to determine the factors affecting youth, women & persons with disabilities in accessing procurement opportunities in Transzoia County Government. There is no evident agreement in the writing about the bare minimum sample size for factor analysis to be undertaken (Kline, 2013). Though, the author is of the view that a sample must not be lesser than 100. It means that this research's sample of 106 is immediately above the recommended sample size.

Suitability of the instrument for factor analysis:**Table 12: KMO and Bartlett's Test**

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.609
Bartlett's Test of Sphericity	Approx. Chi-Square	928.161
	Df	300
	Sig.	.000

Table 12 authenticates whether the data generated by the instrument is suitable for a factor analysis, the Kaiser-Meyer-Olkin Measure of Sample Adequacy (KMO) value is $0.609 > 0.60$ which was above the cut-off and Bartlett's test of Sphericity value is significant as $p = 0.000 < 0.05$ (Coakes and Ong, 2011).

Principal Component Analysis:

The original Principal Component Analysis revealed the presence of 8 components with eigenvalues exceeding 1, explaining 16%, 10%, 9%, 8%, 8%, 6%, 5%, and 4% of the variance respectively. In order to purify the data, all items loading below .30 on a factor were omitted. The following questions were omitted: 7, 11, 13, and 25. The second PCA revealed the existence of three components with eigenvalues exceeding 2.208, explaining 15.59%, 9.77% and 8.83% of the variance respectively. The remaining five factors had loading below .30 on the respective factors. According to Pallant (2010), a minimum of three items is required loading on a factor.

Total Variance Explained:**Table 13: Total Variance Explained**

Component	Initial Eigenvalues			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.897	15.589	15.589	3.831	15.324	15.324
2	2.441	9.765	25.354	2.492	9.967	25.291
3	2.208	8.830	34.185	2.223	8.894	34.185

Extraction Method: Principal Component Analysis.

Table 13 shows the variance explained by three components. The three components were extracted after the elimination of factor loading below .30 and their eigenvalues were greater than 1. The first component explained 15.59% of variance; the second component explained 9.77% of the variance; and the third component explained 8.83% of the variance. The three components cumulatively explained a variance of 34.19%.

Rotated Component Matrix:**Table 14: Rotated Component Matrix**

	Component		
	1	2	3
Q1	.725		
Q2		.654	
Q3	-.431		
Q4	.877		
Q5	.440		
Q6	-.488		
Q8	-.384		
Q9		.407	
Q10		-.353	
Q12		.902	
Q14		-.325	.610
Q15			.704
Q16			-.583
Q17			.501
Q18			.367
Q19			.732
Q20			-.400
Q21		-.491	
Q22	.836		
Q23		.358	
Q24		.581	

Extraction Method: Principal Component Analysis.
Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 5 iterations.

Table 14 demonstrates a PCA which was performed with a varimax rotation with Kaiser Normalization while several items were omitted (Q7, Q11, Q13 and Q25); the three component solution explains 34.19% of the total variance. Component 1 comprised of Q1, Q3, Q4, Q5, Q6, Q8 and Q22; Component 2 comprised of Q2, Q9, Q10, Q12, Q14, Q21, Q23 and Q24 whereas Component three comprised of Q15, Q16, Q17, Q18, Q19 and Q20. All the three components had

factor loadings above .30 which is adequate. The remaining items in the factor structure therefore suggest that the three factors affects the youth, women & persons with disabilities in accessing procurement opportunities in Transzoia County Government up to that extent while other factors not considered in this study accounts for the variance that is unexplained.

Table 15: Naming of Variables

Factor	Name	% of Variance
1	Availability of Finances	15.59%
2	Procurement Procedures	9.77%
3	Enforcement & Compliance	8.83%
Total Variance Explained		34.19%

Three factors were effectively constructed using factor analysis and assigned as the factors affecting the youth, women & persons with disabilities in accessing procurement opportunities in Transzoia County Government. Table 4.14 shows the name of the factors and percentage of discrepancy explained for each of the factors. The first factor shows the highest percentage of variance explained when it was extracted. When the first factor, access to finance was extracted, then 15.59% of the variance would be explained while procurement procedures and enforcement and compliance explained 9.77% and 8.83% respectively.

5. SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

Summary of the Findings:

The main objective of the study was to find out the factors affecting youth, women & persons with disabilities accessing procurement opportunities in Transzoia County Government. It was guided by the following objectives to determine the effects of availability to financial resources on youth, women & persons with disabilities in accessing procurement opportunities in Transzoia county government, to establish the effects of procurement procedures on youth, women & persons with disabilities in accessing procurement opportunities in Transzoia county government and to ascertain the effects of enforcement and compliance on youth, women & persons with disabilities in accessing procurement opportunities in Transzoia county government; which the data was analyzed in relation to the objectives of the study. Descriptive statistics and factor analysis (PCA) was used in analyzing the collected data. The feedbacks obtained were scrutinized using Microsoft Excel and Statistical Package for Social Sciences 20 (SPSS).

The respondents were in two sections, employees of Transzoia County Government working in the Supply Chain department and youth, women & persons with disabilities (youth, women and persons with disabilities). The response rate was 73% which was adequate to proceed with data analysis. Most of the employees' respondents were male but the margin between the two is minimal. Youth enterprises accounted for the highest (54%) level of youth, women & persons with disabilities in Transzoia County Government suppliers. Persons with disabilities were the least at 18.4% while women enterprises were at 37.6%. Youth enterprises were many compared with women and PWDS. 57.9% of the employees were registered with KISM while 42.1% had not. Six (31.6%) of the employees' participants had a length of service of less than one year; Seven (36.8%) of the employees had worked for a period between 2 to 3 years while those employees who had worked for a period between 3 to 4 years were equal to those who had served less than one year. Majority of the respondents had worked for more than two years hence they had experienced the whole procurement cycle. In terms of academic qualification of employees, majority of the employees (42.1%) had diplomas while the least had secondary education and higher diplomas both at 10.5%. Those who had degrees and certificates were 21.1% and 15.8% respectively. A good number of the employees (68%) had been trained on public procurement while 32% had not been trained. On matters relating to youth, women & persons with disabilities establishment, most (49.4%) of the youth, women & persons with disabilities have existed for a period between 1 to 2 years while the least (14.9%) have existed for a period more than 5 years. 18.4% and 17.2% of the youth, women & persons with disabilities have existed for a period between less than 1 year and 3 to 4 years respectively. 42.5% of the youth, women & persons with disabilities have secondary level of education and they were the majority. The least (3.4%) had primary level of education. Those with university and college level of education were 18.4% and 35.6% respectively. This illustrates that 96.6% of the respondents had post primary level of education. 68% of the youth, women & persons with disabilities had either applied

for a tender or/and had been prequalified as a supplier while 32% had not participated. The respondents whose response was negative attributed it to lack of information on procurement opportunities because of the mode of communication used by the county government. Out of 59 youth, women & persons with disabilities who had participated in tendering, 68% of the respondents won their tenders while 32% were unsuccessful. Those who were unsuccessful attributed it to lack of documentations required and financial ability to service a tender.

On the effect of accessing finances by youth, women & persons with disabilities on accessing procurement opportunities in Transzoia County Government, the respondents agreed that financial availability is critical for youth, women & persons with disabilities accessing government tenders and easy access to all relevant information on opportunities in public procurement is of key importance to the youth, women & persons with disabilities. Obanda (2011) asserts that public procurement opportunities are characterized by big lots sizes which require vast capital to service. They strongly disagreed on youth, women & persons with disabilities if they are becoming increasingly important in terms of employment, wealth creation and the development of innovation and disagreed. They disagreed on youth, women & persons with disabilities rarely participate in government tenders due to lack of information about L.P.O financing and procurement opportunities and on the procedure of accessing funds is long and cumbersome. They were neutral on the high cost of credit, high bank charges and fees impedes youth, women & persons with disabilities development.

The effect of procurement procedures on accessing procurement opportunities by youth, women & persons with disabilities in Transzoia County Government, the respondents agreed that lack of transparency and accountability are considered as the major threats to integrity in public procurement and the existence of unethical behavior and corruption has affected the youth, women & persons with disabilities in participating in public procurement respectively. Sambiri (2012) asserts that small enterprises may offer value for money than larger suppliers by introducing competition which can lead fairness and reduction of costs. They also agreed that inadequate training of procurement staff has negatively affected the youth, women & persons with disabilities in participating in public procurement and many youth, women & persons with disabilities who have little or no experience of tendering in the public sector feel that they do not have the appropriate capability in terms of knowledge and skills. Obanda (2011) agrees with the finding by acknowledging that competence in public procurement has a positive significant relationship with accessibility to public procurement opportunities. The respondents were neutral on the government if it has put commendable effort to create awareness on public procurement opportunities amongst the youth. They disagreed on delayed payments discourage the youth, women & persons with disabilities from participating in government tenders and on lack of feedback about previous unsuccessful tenders impedes the youth, women & persons with disabilities from participating in government tendering process. Lastly, they strongly disagreed that youth, women & persons with disabilities usually have the required documents in terms of business licenses, value-added tax (VAT) registration, formal business premises, operating permits and accounting procedures required by the Procurement Entities.

On the effect of enforcement and compliance on youth, women & persons with disabilities accessing procurement opportunities in Transzoia County Government, the respondents agreed on proper Implementation of the procurement laws is being done to ensure the youth, women & persons with disabilities get what they are entitled to in government tendering and abuse of public procurement systems arises largely due to weak or inconsistent enforcement of the rules and on the government has not been able to tackle the integrity issues in public procurement. They disagreed on the existing procurement laws are sufficient to enable the youth, women & persons with disabilities participate in government tenders, weak oversight framework is often the root of challenges facing youth, women & persons with disabilities in public procurement and government is yet to develop procedural frameworks that ensure public procurement procedures are transparent and promote fair and equal treatment for youth, women & persons with disabilities.

On youth, women & persons with disabilities accessing procurement opportunities in Transzoia County Government, the respondents agreed that lack of knowledge in how to access the public procurement opportunities is a significant factor hindering youth, women & persons with disabilities from participating in public procurement while they were neutral on lack of sensitization on procurement opportunities has affected youth, women & persons with disabilities in public procurement (3.22) and the existence of political interference has positively affected the youth, women & persons with disabilities in participating in public procurement (3.50). They disagreed on youth, women & persons with disabilities enterprises are registered with AGPO (2.11) and Youth, women & persons with disabilities enterprises have been prequalified as suppliers (2.58) in Transzoia County Government.

Factor analysis was used to construct the factors affecting youth, women & persons with disabilities in accessing procurement opportunities in Transzoia County Government. Principal component analysis (PCA) was performed to

determine the factors affecting youth, women & persons with disabilities in accessing procurement opportunities in Transzoia County Government. The data generated by the questionnaire was suitable for a factor analysis, the Kaiser-Meyer-Olkin Measure of Sample Adequacy (KMO) value was 0.609 and Bartlett's test of Sphericity value was significant as $p=0.000$. The variance was explained by three components. The three components were extracted after the elimination of factor loading below .30 and their eigenvalues were greater than 1. The first component explained 15.59% of variance; the second component explained 9.77% of the variance; and the third component explained 8.83% of the variance. The three components cumulatively explained a variance of 34.19%. The remaining items in the factor structure therefore suggest that the three factors affects the youth, women & persons with disabilities in accessing procurement opportunities in Transzoia County Government up to that extent while other factors not considered in this study accounted for the variance that was unexplained.

Conclusion:

In Conclusion, it was clear that this particular research project achieved the objectives of the study; access to finance explains 15.59% on youth, women & persons with disabilities accessing procurement opportunities in Transzoia County Government while procurement procedures and enforcement and compliance explains 9.77% and 8.83% respectively.

The establishment of county governments has led to increased number of youths, women and persons with disabilities to participate in public activities such as accessing procurement activities. The county governments should consider advertising their tenders through local media channels such radio to improve coverage of the youth, women & persons with disabilities. The long disbursement of funds and delays in government tender payments dampens the youth, women & persons with disabilities from participating in public procurement activities. Given that financial access is critical for any enterprise, the youth, women & persons with disabilities are deeply affected as they lack the basic necessities for them to access credits from the banks which also affect their capacity to participate in public procurement.

Both the Transzoia County Government and National Government is improving the current public procurement systems through creating legislations that encourage youth, women & persons with disabilities access to procurement opportunities, for instance, the registration of enterprises with AGPO and preference and reservations for the youths, women and persons with disabilities in public procurement. This reduces uncalled-for contest that may arise from recognized suppliers with connections and financial capabilities. According to Vincze (2010), enhanced access to procurement opportunities for youth, women & persons with disabilities' results in more competition and can result to better value for money for procurement entities.

Recommendations:

Based on the conclusions, the researcher made the following recommendations:

Financial ability of any supplier is important, as a requirement for the suppliers in the public tenders; it should be regulated to accommodate the youth, women & persons with disabilities who in most cases are left out due to lack of financial capability. Requirements for accessing credit from banks and other lending institutions should be efficient and effective to the youth, women & persons with disabilities.

To aid accountability and transparency in the tendering process which would enable the youth, women & persons with disabilities accessing procurement opportunities in the county governments, corruption and unlawful practices or acts in public procurement should be punished by law. Procurement practitioners should be registered with their professional body such as KISM and undergo professional training offered by KISM.

Youths, women and persons with disabilities should not be treated equally in procurement activities because they have different objectives and capabilities. Youths are more aggressive and educated compared to the rest while persons with disabilities consider themselves less superior to women and youths while women are less educated compared to youths.

Suggestions for further studies:

The study took to consideration all the youth, women & persons with disabilities in public procurement i.e. youths, women and persons with disabilities, future researchers need to look at specific youth, women & persons with disabilities rather than all of them.

Also studies need to be undertaken on the effect of financial ability of suppliers, procurement procedures and enforcement and compliance on performance of procurement function in Transzoia County Government.

Similar study needs to be undertaken in the national government and the private sector to establish if they have similar effects on youth, women & persons with disabilities accessing procurement opportunities in Transzoia County.

ACKNOWLEDGEMENT

I wish to thank the almighty God for the good health that He has provided for me during my studies. My mum & dad Joel Lagat has continuously encouraged me to further studies and supported me financially, thanks a lot.

REFERENCES

- [1] Amemba, S. L., Nyaboke, G.P., Osoro, A. & Mburu, N. (2013) Challenges affecting public procurement performance process in Kenya. *International Journal of Research in Management*. Issue 3, Vol. 4
- [2] Arrowsmith, S, Linarelli, J., & Wallace, D. (2000). *Regulating Public Procurement: National and International Perspectives*. The Hague Netherlands: Kluwer Law international. ISBN 9041106367
- [3] Arrow, Kenneth J. (1970), 'The Organization of Economic Activity: Issues Pertinent to the Choice of Market Versus Nonmarket Allocation', in Haveman, Robert H. and Margolis, Julius (eds), *Public Expenditure and Policy Analysis*, Chicago, Rand MacNally College Publishing Company, 67-81.
- [4] Arrow, Kenneth J. (1985), 'The Potentials and Limits of the Market in Resource Allocation', in Feiwel, G.R. (ed.), *Issues in Contemporary Microeconomics and Welfare*, London, The Macmillan Press, 107-124.
- [5] Attaran, M., Attaran, S. (2002) Catch the wave of e-procurement. *Industrial Management* 44, 3, 16-21.
- [6] Bator, Francis M. (1958), 'The Anatomy of Market Failure', *72 Quarterly Journal of Economics*, 351-379.
- [7] Callender, G. and Mathews, D. (2000). "Government Purchasing: An evolving Profession?" *Journal of Public Budgeting, Accounting and financial management*, 12(2):272-290.
- [8] Cane, P. (2004). *Administrative law*. 4th edition. London: Oxford University Press.
- [9] Coakes, J.C. and Ong, C. (2011) *SPSS Version 18.0 for Windows Analysis without Anguish*. 1st Edition. Dougall Street, Milton: John Wiley & Sons Australia, Ltd.
- [10] Eyaa, S. and Oluka, N.(2011). Explaining non-compliance in public procurement in Uganda . *International Journal of business and social science*, vol 2 pp11
- [11] FSB Northern Ireland (2009) *Evaluating SME Experiences of Government Procurement in Northern Ireland* Lestas Consulting Available at: <https://esourcingni.bravosolution.co.uk/web/login.shtml>
- [12] Gatere, B.C. and Shale, N.I.(2014). Challenges affecting the implementation of access to government procurement opportunities for special interest groups in Kenya: A case of Nairobi County. *International Journal of social science and Enterpreneurship*,1(12),851-847.
- [13] Ganbold, B. (2008). *Improving access to finance for SMEs: International good experiences and lessons from Mongolia*. London: Prentice Hall Inc.
- [14] Ghauri, Pervez and Grohaug, Kjell (2005): *Research Methods in Business Studies: A Practical Guide*, 3rd Ed. London: PrenticeHall
- [15] Gelderman, J. C., Ghijsen, W. P. & Brugman, J. M. (2006). Public procurement and EU tendering directives-explaining non compliance. *International Journal of Public Sector Management*, 19(7), 702-714.
- [16] Gitari, W. M. and Kabare, K. (2014). Factors affecting access to procurement opportunities in public secondary school by small and medium enter process in Kenya. A survey of Limuru sub-county. *International Journal of current Business and social science*, 1(2), 220-250.
- [17] Government of Kenya, First Medium Term Plan, 2008-2012, Kenya Vision 2030: A Globally Competitive and Prosperous Kenya, 2008.
- [18] Government of Kenya. (2006). *Public Procurement and Disposal Regulations 2006*. Nairobi: Government Printer.

- [19] Government of Kenya (2013). *Public Procurement Preference and Reservations(Amendment) Regulation*. Nairobi: Government printer.
- [20] Government of Kenya (2009). *Public Procurement and Disposal General Manual*. Nairobi: Government Printer.
- [21] Gunningham, N. & Kagan, R. A. (2005). Regulation and business behaviour. *Law & Policy*, 27, 213-218.
- [22] InterTradeIreland (2009) *All-island public procurement: a competitiveness study* Newry: The Trade and Business Development Body
- [23] Hui, W.S., Othman, R.O, Norman, O., Rahman, R.A. and Haron,N. H (2011). Procurement issues in Malaysia. *International Journal of public sector management*,34(2)pp 31-36.
- [24] [24]. Kamau, N.K. Wanyoike, D. and Mwangi, B. (2014). Access to credit facilities as a major factor Hindering Access to public Procurement Contracts by Youth Entrepreneurs in Government Ministries in Ol Kalou sub-County, Kenya. *International Journal of social science and Research* 4 (111), 495-498.
- [25] Kenya law reports (2015). www.klr.org accessed 20TH March 2015
- [26] Kaufman, B. E. (2011). *Comparative Employment relations: Institutional and Neo – institutional theories*. Research Handbook of comparative employment relations: Edward Elgar Publishing
- [27] Kenya National Bureau of Statistics (2010).*Population Census, 2009*. Nairobi: Government printer
- [28] Kline, R. B. (2013). Exploratory and confirmatory factor analysis. In Y. Petscher & C. chatschneider(Eds.).*Applied quantitative analysis in the social sciences* (pp. 171–207). New York: Routledge.
- [29] Kothari, C. R. (2009). *Research methodology: Methods and Techniques*. 2 Ed, New Age International.
- [30] Kothari C.R. (2004). *Quantitative Techniques*. New Delhi New Age International publishers.
- [31] Ladzani, W. M., and Van Vuuren, J. J., (2001 Entrepreneurship training for emerging SMEs in South Africa, “*Journal of Small Business Management*”, 40(2), pp. 154-161, 2002.
- [32] Lisa, I. (2010). Compliance culture. A conceptual framework. *Journal of management and organization*, 19(7), 702-714.
- [33] Mentzer, J. T., Stank, T. P. & Esper, T. L. (2008). Supply chain management and its relationship to logistics. Marketing, Production, and Operations Management, *Journal of Business Logistics*, 29(1), 31-46.
- [34] Muthoni, P.W. (2012). Factors influencing success of youth enterprise in Ndaragwa constituency, Nyandarua county Kenya. *Unpublished MBA Research Project*, University of Nairobi.
- [35] Mugenda, O.M. and A.G. Mugenda, (2003). *Research methods: Quantitative and qualitative Approaches*. Nairobi: Acts Press
- [36] Muraguri, J.T. (2013). Implementation of the youth preference and reservations policy in public procurement: The case of state owned enterprises in Nairobi. *Unpublished MBA Research Project*, University of Nairobi
- [37] Najeeb, A. (2014). *Industrial theory and human resource management*. In Hasan (Eds), Being practical theory: A window into business research (pp. 25 – 30). Wollong, Australia : THEORI
- [38] Ndolo, J. and Njagi, E. (2014). Role of ethics in procurement process effectiveness in the water sector in Kenya :(A case study of EWASCO Embu County). *International Journal of supply chain management*.
- [39] Obanda, W. (2011). Small and medium enterprises (SMEs) and public procurement contract in developing countries. Kampala: Longhorn publishers.
- [40] OECD. (2007). *Integrity in Public Procurement Good Practice from A to Z*, OECD Publishing, Paris, France
- [41] Paauwe, J. and Boselie, P. (2003) Challenges affecting strategic human resource management and the relevance of the institutional setting. *Human resource management Journal*, Vol. 13 No. 3, pp 56 - 70
- [42] Pallant, J. (2010). *SPSS survival manual* (4th ed.). New York, NY: McGraw-Hill.

- [43] Pejovich, Svetozar (1979), *Fundamentals of Economics: a Property Rights Approach*, Dallas, Fisher Institute.
- [44] Pidaparathi, V.R.S. (2006). Supply Side Issues in Procurement Corruption: Is the Developed World Responding Adequately to the Needs of the Developing World? *Journal of Development and Social Transformation*, 109-116.
- [45] PPOA (2007). *Assessment of the Procurement System in Kenya*. Nairobi: Rambøll Management
- [46] Puddephatt, A. & Kaspar, L. (2012). *Benefits of Transparency in Public Procurement for SMEs*. London: Harper Collins Publishers.
- [47] Public Procurement and Disposal (Preferences and Reservations) Regulations, 2013.
- [48] Public Procurement and Disposal (Preferences and Reservations) Regulations, 2011.
- [49] Raymond, J. (2008). Benchmarking in public procurement. *Benchmarking An international journal*, 15(6), pp782-793
- [50] Republic of Kenya (2013) Economic recovery for wealth and employment creation (2003-2007). Nairobi: Government Printers.
- [51] Rossi, C.L. (2010). Compliance an overlooked business strategy. *International Journal of social economics* 37(10), pp 816-831
- [52] Scott W.R (2004) Institutional Theory. Encyclopedia Theory, Thousand Oak: CA
- [53] Sekaran, U. (2013). *Research methods for business: A skill building approach*. (6thEd). New Jersey: John Wiley and Sons, Inc.
- [54] Shi, J. and Li, P. (2006), "An initial review of policies for SMEs in the US, Japan and China", paper presented at *Management of Innovation and Technology IEEE International Conference*, June 21-23, Singapore
- [55] Sutinen, J. G. & Kuperan, K. (1999). A socio-economic theory of regulatory compliance. *International Journal of Social Economics*, 26(1/2/3), 174-193.
- [56] Simbiri, A. E. (2012). Investigation of Barriers to Small and Medium Enterprises in Accessing Public Procurement Market. Nairobi: Kenyatta University Institutional Repository
- [57] Thai, K.V. (2001). "Public procurement re-examined", *Journal of Public Procurement*, Vol.1 No.1, pp.9-50.
- [58] The Public Procurement and Disposal Act, (2005) (online www.ppoa.go.ke)
- [59] Tukamuhabwa, B. T (2012). Antecedents and Consequences of Public Procurement non-Compliance Behaviour. *Journal of economics and Behavioural Sciences*, Vol. 4 No.1, pp 34-46, Jan 2012 (ISSN 2220- 6140)
- [60] Wamae, J.W. (2014). Role of procurement function in enhancing performance in developed government: A case of Machakos County. *International Journal of social science and entrepreneurship*, 1(11), 168-190.
- [61] Wambui, W.N. (2014). Uptake of Government tenders by Youth owned small and micro- enterprise in Nairobi County, Kenya. *Unpublished MBA Research Project*, University of Nairobi.
- [62] Wasonga, J.K. (2008). Challenges in Financing SMEs in Kenya. The Experience of Fina Bank of Kenya Limited. *Unpublished MBA project*, University of Nairobi
- [63] Wee, H. (2002). "Corporate ethics: right makes might", *Business Week*, (quoting Stuart Gilman on Enron), No.11 April.
- [64] World Bank (2010). *Silent and lethal: How quiet corruption undermines Africa's development efforts*. New York: The World Bank.
- [65] Zubcic, C. J. & Sims, R. (2011). Examining the link Between enforcement activity and corporate compliance by Australian companies and the Implication for regulators. *International journal of law and Management* 53(4), pp299-308