**INTERNATIONAL ORGANISATIONS ON WOMEN EMPOWERMENT IN UGANDA; A CASE OF UN WOMEN IN WAKISO DISTRICT**

**BY**

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**A DISSERTATION SUBMITTED TO THE SCHOOL OF SOCIAL SCIENCES IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE AWARD OF A MASTER OF ARTS DEGREE IN INTERNATIONAL RELATIONS AND DIPLOMACY OF NKUMBA UNIVERSITY**

**FEBRUARY 2022**

# DECLARATION

I, **Ampa Insight,** hereby declare that this dissertation is my original work and has never been submitted for any academic award to any Institutions of higher Learning before.

Signature……………………

**AMPA INSIGHT**

Date…………………………

# APPROVAL

I hereby certify that this research report was developed by AMPA INSIGHT under my supervision and it is now ready for submission for examination with my approval.

Signature………………….

**MR. GEORGE MUGISHA BARENZI (SUPERVISOR)**

Date………………………….

# DEDICATION

I dedicate this work to every woman out there, who amidst the social, economic and culture challenges they face daily, still possesses an inner strength to fight and become better for the sake of the generations they are nurturing.

# 

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I am deeply thankful to the Almighty God for giving me the strength, knowledge, ability and opportunity to undertake this research study and to be able to persevere and complete it. Without His divine blessings, this achievement would have been impossible.

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# ABSTRACT

Womenempowerment is majorly about self-esteem, awareness, consciousness and confidence while focusing on participation into decision making and challenges oppression and inequality Thus, women empowerment reduces vulnerability, decreases dependency, implies action not passivity, and means being at the center, not on the periphery.

The main objective of the study was to assess the impact of international organizations on women empowerment in Uganda and the specific ones were; i) to identify interventions towards women empowerment, ii) roles of international organisations in women empowerment, and iii) the relationship between international organisations and women empowerment.

In this study, the positivist paradigm was adopted, and hence a cross sectional survey. The population was women that reside in Kasanje sub county, Wakiso district. The district and Sub County were purposively sampled, parishes were sampled using simple random sampling, Villages sampled using simple random and households using convenience sampled. Structured interviews and structured questionnaires were the data collection methods and tools used. Data was analyzed using descriptive statistics, bivariate regression and multi-variate regression in SPSS version 21.0.

International organisations/ Un women provide training to women (79%), mentor women and improves their opinions (69%), The analytical findings showed that women who had gotten support from UN women believed to have improved on their knowledge on resource ownership and were less likely to be to be caught un aware of their rights in reference to resource ownership (AOR = 0.590, CI = 0.238 - 0.887). Women who had engaged with UN women were three times more likely to be better in decision-making (AOR = 3.497, CI = 1.093 - 11.188) while those who had accessed their trainings and education were more empowered in terms of education were four times more likely to be empowered (AOR = 4.170, CI = 2.036 - 10.798) and another of those involved with services of UN women were two times more likely to be politically empowered (AOR = 2.712, CI = 1.701 - 4.453).

Conclusion: There is need to increase efforts on the services and intervention on UN women and other international organisations to raise statistically significant improvements in the lives and empowerment of women, there is also need to engage men in women empowerment process

# LIST OF ABBREVIATIONS AND ACRONYMS

CBOs Community Based Organizations

CEDAW The Convention on the Elimination of all Forms of Discrimination Against Women

DREAMS Determined, Resilient, Empowered, AIDS-free, Mentored and Safe

FOWODE Forum for Women’s Development

HIV/AIDS Human Immunodeficiency Virus, Acquired Immunodeficiency Syndrome

IGAs Income-Generating Activities

ILO International Labor Organizations

LG Local Government

LLGs Lower Local Governments

MFIs Microfinance Institutions

MoFPED Ministry of Finance Planning and Economic Development

MoGLSD Ministry of Gender, Labor and Social Development

MoU Memorandum of Understanding

NGOs Non-Government Organizations

OAG Office of the Auditor General

PEPFAR The President's Emergency Plan for AIDS Relief

SSASub-Sahara African

STEM Science, Technology, Engineering and Mathematics

U.SUnited States

UN United Nations

UNDP United Nations Development Programme

UNESCO The United Nations Educational, Scientific and Cultural . Organization

UWONET Uganda Women's Network

VSLA Village Savings and Loan Association

# OPERATIONAL DEFINITIONS OF TERMS AND CONCEPTS

**Empowerment**

Empowerment is a set of measures designed to increase the degree of autonomy and self-determination in people and in communities in order to enable them to represent their interests in a responsible and self-determined way, acting on their own authority. It is the process of becoming stronger and more confident, especially in controlling one's life and claiming one's rights. Empowerment as action refers both to the process of self-empowerment and to professional support of people, which enables them to overcome their sense of powerlessness and lack of influence, and to recognize and use their resources. To do work with power.

**Women**

A woman is a female human adult. People use the word "woman"(one woman, two or more women) to talk about biological sex. Sometimes, the term woman is used regardless of age, as in phrases such as "Women's rights", to fight social issues such as misogyny. Human female reproductive anatomy. A woman usually has a uterus or womb. A baby develops in the uterus, a sexual organ exclusive to females.

While women have gained many more rights and freedoms in most of the developed world, especially since the beginning of the 20th century, women still face discrimination and harassment worldwide. In earlier centuries, women in most of the world did not have rights, including the right to vote, and were treated with even less respect than today.

**Gender equality**

Gender equality, also known as sexual equality or equality of the sexes, is the state of equal ease of access to resources and opportunities regardless of gender, including economic participation and decision-making; and the state of valuing different behaviors, aspirations and needs equally, regardless of gender.

UNICEF says gender equality "means that women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections. It does not require that girls and boys, or women and men, be the same, or that they be treated exactly alike.

**Political empowerment**

Political empowerment refers to the process of transferring various elements of power (resources, capabilities, and positions) to those who do not have it. Political empowerment requires inclusion in democratic decision-making processes.

A common understanding of political empowerment (the transfer of power to those who do not have it) embraces the definition of power in distributive terms. Following this understanding, political empowerment must include giving access to various political offices, including positions in the government, to the members of disadvantaged populations. The literature on political empowerment attempts to assess the impact of access to political offices on the overall well-being of minorities.

**Social empowerment**

Social empowerment is understood as the process of developing a sense of autonomy and self-confidence, and acting individually and collectively to change social relationships and the institutions and discourses that exclude poor people and keep them in poverty. Poor people’s empowerment, and their ability to hold others to account, is strongly influenced by their individual assets (such as land, housing, livestock, savings) and capabilities of all types: human (such as good health and education), social (such as social belonging, a sense of identity, leadership relations) and psychological (self-esteem, self-confidence, the ability to imagine and aspire to a better future). Also important are people’s collective assets and capabilities, such as voice, organization, representation and identity.

**Economic empowerment**

Economic empowerment is the ability to make and act on decisions that involve the control over and allocation of financial resources. Women’s influence over financial decisions is associated with increased use of preventive health services by children and women, including use of modern contraceptive methods. Thus, interventions that aim to increase the economic power of women and girls may improve reproductive health behaviors, including sustained use of modern contraception, particularly when linked with investments that directly address reproductive health and family planning and/or gender norms.

# CHAPTER ONE

## 1.0 Introduction

This study assesses the impact of international organisations on women empowerment in Uganda. Women have come a long way during the past 100 years: they have climbed solo Mount Everest, they have been given the right to vote, and they have been astronauts and bullfighters. Some of them have been heads of states and even ministers of Defence. One of them managed to win the Nobel Prize in Economics (remarkably, only in 2009). Still, the majority of women are struggling to get the credit they deserve in a very important aspect of their lives at work.

This chapter includes the background of the study, the statement of the problem, general objective of the study, the specific objectives of the study, research questions, conceptual framework, scope of the study, and the significance of the study.

# **1.1 Background to the study**

The background is presented under four perspectives: the conceptual, theoretical, historical, and contextual perspectives.

### 1.1.1 Conceptual background

According to Oxaal & Baden, (1997) collective organization has been emphasised and has been influential in developing ideas about “power within.” which ‘refers to self-confidence, self-awareness and assertiveness’ Therefore, empowerment is majorly about self-esteem, awareness, consciousness and confidence while focusing on participation into decision making and challenges oppression and inequality with a bottom-up process. Thus, women empowerment reduces vulnerability, decreases dependency, implies action not passivity, and means being at the center, not on the periphery.

The World Bank (2007) report also defines empowerment as the process of increasing the capacity of women to make choices and transform those choices into desired outcomes. Women’s empowerment has various outcomes, which may be social, economic or political in nature. Economic empowerment enhances the autonomy of women to gain control over economic resources at the household, community and national levels. It enables women to fight their way out of poverty and plays a crucial role towards achievement of a life of dignity and prosperity to the entire humanity (Armendariz de Aghion & Morduch, 2005; Republic of Kenya, 2005; United Nations, 2000).

Gender empowerment is the empowerment of people of any gender but conventionally the aspect of it is mentioned for empowerment of women, which a significant topic of discussion is in regards to development and economics nowadays. (UN, 2008) It also points to approaches regarding other marginalized genders in a particular political or social context. This approach to empowerment is partly informed by feminism and employed legal empowerment by building on international human rights. Empowerment is one of the main procedural concerns when addressing human rights and development. The Human Development and Capabilities Approach, The Millennium Development Goals, and other credible approaches/goals point to empowerment and participation as a necessary step if a country is to overcome the obstacles associated with poverty and development. (UN, 2008) The UN Sustainable Development Goals targets gender equality and women's empowerment for the global development agenda. (UN, 2017)

The term empowerment is currently in widespread use across a range of different organisations from women’s organisations, to NGOs, governments, bilateral and multilateral agencies (CEPDA,1997), The Human Development Report (1995) states empowerment as one of the four essential components of the human development paradigm, the others being productivity, equity, and sustainability. Empowerment is described as people fully participating in the decisions and processes that shape their lives. It introduces two new indices, the gender empowerment measure (GEM) and the gender-related development index (GDI). The GDI attempts to measure countries achievements in the basic capabilities covered by the HDI, taking note of the inequalities in achievement between women and men, and penalising for inequality. Countries with greater gender disparity in basic capabilities (life expectancy, educational attainment, and income) will have low GDIs.

Empowerment is demonstrated by the quality of people’s participation in the decisions and processes affecting their lives. In theory, empowerment and participation should be different sides of the same coin. In practice, much of what passes for popular participation in development and relief work is not in any way empowering to the poorest and most disadvantaged people in society (Oxfam 1995:14)

### 1.1.2 Theoretical Background

The study was guided by the gender theoretical frameworks namely; (1) theory of gender stratification and (2) gender and development theory as advanced by Blumberg (2004). Blumberg ties women’s economic empowerment to access to affordable financial services at the community level. In view of this, women having access to financial services stand a better chance of improving their economic status. The theories were formulated on the assumptions that access to financial services empowers women by putting capital in their hands and allowing them to earn an independent income and make financial contributions and decisions to their households and communities. The theory of gender stratification, in particular outlines a chain of consequences that emerge in response to a change in micro-level gender balance of economic power (Blumberg, 1991). In this regard, the theory posits that a change in the balance of economic power can affect family well-being. The theories further assume that involvement in successful income-generating activities (IGAs) should translate into greater control and empowerment. Thus, the theories hold that women with economic power often gain control over their lives, while also contributing directly and greatly to their children’s nutrition, education and healthcare (Blumberg, 2004). Blumberg (2004) defines economic power as the control of income and other key economic resources such as land, business premises and production equipment, among other resources. Furthermore, the theories outline a number of indicators of empowerment, which Bonner (2005) groups into material, perceptual and relational. Material outcomes include changes in the level of capital invested, average income, ownership of properties such as land, business premises, production equipment and machinery.

In both theories, Blumberg posits that women’s economic power relative to men and is the most important among factors influencing the level of gender stratification in society.

Material outcomes also include the level of investment in human capital in terms of access to food, nutrition, education, healthcare, housing, water supply, sanitation and energy. Notably, women often spend a greater proportion of their income on food, nutrition, education and healthcare for the family. This argument has been confirmed by various empirical studies, such as the study by Armendariz de Aghion and Morduch (2005). Through empirical studies, Blumberg (2001) noted that women having some income tend to be astute and more responsible managers of family resources. Such women also tend to be better managers of microcredit resources and more focused in the utilization of borrowed funds.

Perceptual outcomes of economic empowerment among women include increased self-esteem, which Chen et al. (2005) defines as the enhanced perception of own individuality, interest and value; self-confidence, which includes enhanced perception about own ability and capabilities; as well as vision of future and visibility. Other perceptual outcomes include respect and higher social status in society. Regarding relational change, Blumberg’s empowerment framework captures indicators such as increased role in decision-making at the household and community levels; improved bargaining power, increased participation in non-family groups, local institutions, government and political processes. Other indicators of relational change include reduced dependence on intermediation by other people for access to resources, markets, public institutions plus increased ability to act independently; as well as organizational and leadership ability. Empowerment is also indicated by increased negotiation power for marriage timing, sexual relations, as well as fertility patterns and choices. Additional indicators of empowerment include reduced vulnerability to domestic violence and rights violation.

The framework provides a comprehensive set of indicators of women’s empowerment that may be achieved through international organization schemes. Thus, involvement of international organizations basing on the theories above has a great impact on the empowerment of women. Being a theory that focuses on the empowerment of women, international organizations aim at the transformation of lives of women through various activities they are involved in.

### 1.1.3 Historical background

As an outcome of industrialization, in Europe, women started working in the factories and also demanded equal treatment as men workers. In a way, it was the commencement of their journey towards liberalization. But the declaration of United Nations’ charter in 1945 stressing the principal of equality for men and women is considered as the first legal step in the journey of women’s empowerment at global level. In 1967 the Economic and Social Council of United Nations declared CEDAW and adopted it in 1979. It is, in essence, the International Bill for women. It provided a working agenda for moving towards gender equality (UNDP, 2019)

In the U.S., women were empowered through passing of laws such as allowing women to vote in 1920, banning discrimination based on gender in 1964, banning discrimination against pregnant women in 1978, etc. Additionally, the inclusion of women in politics allowed for more gender equality. The first female speaker of House, the First Lady to run for president, and first women to serve on the Supreme Court were monumental events that proved socially the acceptance of "subservient" women.

Another action taken on by the U.S is the PEPFAR program, initiated by the Bush administration in 2003. The U.S. spent more than $1.4 billion in funding sub-Saharan Africa during the duration of the program. This program was taken into effect in response to the global HIV/AIDS crisis, and it promoted abstinence among young girls and women. (Cohen & Jon, 2007). There was a partnership with DREAMS, and its main purpose with PEPFAR was to allow girls and women to develop into Determined, Resilient, Empowered, AIDS-free, Mentored, and Safe women. (PEPFAR, 2018). However, there are criticisms that this program did not really do much to reduce HIV risk behavior, and critics such as John Dietrich worried that the context of aid enforced Western beliefs of choosing abstinence before marriage.

In Africa as well as globally, Rwanda is the only country where women hold more than half the seats in parliament 51.9% as of July 2019, (Mizrahi, 2015) but other countries are still lagging behind for example like Morocco only has one female minister in its cabinet. (Musau, 2019) Significant efforts towards gender equality have been made through the creation of the African Charter on Human and People's Rights, which encourage member states to end discrimination and violence against women. (Kimani, 2007) With the exception of Morocco and Burundi, all African states have adopted this charter.

Although Sub-Saharan African countries have made considerable strides in providing equal access to education for boys and girls, 23% of girls do not receive a primary education (UNESCO, 2016). According to Karin (1993), Factors such as a girl's social class and mother's education heavily influence her ability to attain an education without easy access to schools, mothers are often the first and perhaps only form of education that a girl may receive. (Caroline, 1988). In Cote d'Ivoire, girls are 35 times more likely to attend secondary school if their father graduated from college. (Karin, 1993) With 40% of girls getting married before the age of 18 in sub-Saharan Africa, girls are often forced to drop out of school to start families. Early marriage reinforces the cultural belief that educating daughters is a waste of resources because parents will not receive any economic benefit once their daughter is married to another family. This leads to the phenomena known as son-preference where families will choose to send their sons to school rather than their daughters because of the economic benefit that having educated sons affords the family. In addition, girls that do attend school tend to attend schools that are of lower quality. Bad quality schools are characterized by their lack of course offerings and weak preparation for the workforce. (Karin, 1993) Another issue in education systems is the segregation of school subjects by gender. Girls are more likely to take domestic science and biology courses, whereas boys are more likely to take math, chemistry, engineering, and vocational training. (Harding, 1985) According to UNESCO Institute for Statistics, 58.8% of women are literate in 2018. (World Bank, 2019) However, literacy rates within sub-Saharan Africa vary a lot from Chad having a 14% female literacy rate in comparison to Seychelles 96%.

According to Rowena (1997) analysis on the educational disparities between men and women in South Africa, women have been historically overlooked within the education system. Some barriers women face in receiving education is that their education is less prioritized than their brothers, sexual assault is a common fear and widespread occurrence, and the social pressures to become married and start a family all hinder women's opportunity to become educated. Furthermore, women choose to study nursing and teaching above any other profession, which further excludes them from entering the higher-paying jobs in STEM that also contributes to gender inequality. (Rowena, 1997)

In Uganda, the roles of women are clearly subordinate to those of men, despite the substantial economic and social responsibilities of women in Uganda's many traditional societies. Women are taught to accede to the wishes of their fathers, brothers, husbands, and sometimes other men as well, and to demonstrate their subordination to men in most areas of public life, for example in Buganda, This is natural, they are not equal, unless you want to change obutonde [nature]. They are influenced by nature, a woman cannot roof a house, and she would require help from the man. The culture naturally does not allow such a thing to happen, especially here in Buganda. Even in the 1980s, women in rural areas of Buganda were expected to kneel when speaking to a man. At the same time, however, women shouldered the primary responsibilities for childcare and subsistence cultivation, and in the twentieth century, women have made substantial contributions to cash-crop agriculture. (FRD, 1990).

In Wakiso District Council, the role of women appears to be changing but it is however only a surface change. It has been recognised that there are a lot of facilities available to expand people’s mind by involving women in different areas that previously were not accessible. A lot of interventions have been done of recent aiming at empowerment of women in Wakiso district for example, women now are receiving more education and are therefore able to find employment. By this, a lot of women have improved their status in the different areas in Wakiso, However, the treatment they receive in this employment is still in question. It is evident that the attitude of male domination is the underlying foundation of Wakiso District. It is hard for us to think of what a difficult life the uneducated, and under privileged women go through, daughters are treated as a burden to some families, despite the fact that they run the household and work in the fields. Some having received education, leave home to find work, and often leaving wives to raise the family. The study thus thought to understand why women feel cheated and not treated well like their male counter parts. They do not appear to know the value of their individual lives.

### 1.1.4 Contextual background

The United Nations Entity for Gender Equality and the Empowerment of Women, also known as UN Women, is a United Nations entity working for the empowerment of women. UN Women became operational in January 2011 and it is one of the international organizations operating in Uganda serving to improve on issues related to women among which include; increasing income and food security and access to food, women farmers capacity to produce more, improving women rights and the rest, However women in Uganda continue to face a lot of challenges, ranging from land ownership, lack of collateral to access finances for agricultural activities, they have no voices, confidence and decision making powers over their household, low participation in meetings, and yet they solely participate fully in production processes. The UN Women have an initiative to support women economic empowerment through capacity building however there is no literature that shows the extent to which this initiative has economically empowered women in Uganda thus this study shall make efforts to establish the extent to which UN Women has empowered Uganda women.

According to Chandrasekhar,(2004), several international organizations’ schemes play a crucial role in the economic empowerment of women by promoting suitable conditions for them to move from positions of marginalization within households, to one of greater roles in decision-making at the community, national and regional levels, while according to Ghadoliya, (2000), some international organization have empowered women in many African states thus empowering low income-earners and this remains critical for the attainment of national economic growth targets, specified in economic blue prints such as the Vision 2040. This requires attention in terms of suitable training programs targeting women groups to enable them come up with innovative home-grown solutions to their challenges such financial constraints, poor marketing infrastructure and high levels of poverty, among others. Access to financial services for women in rural areas remains a major challenge compared to those in developed countries.

In the report by OAG (2015), it was noted that according to the ILO policy on gender equality, 50% women and 50% men in professional posts is desirable, 60% of the posts filled either by men or women is also acceptable. It was also observed that in April 2011, the Ministry of Public Service developed the gender mainstreaming guidelines that emphasize gender equity, affirmative action, gender sensitive practices and empowerment in human resource management. Through analysis of Wakiso District staff list, it was noted that the proportion of male and female staff employed by the district was 59% for men, while that of women was 41% at the district (Higher LG), which was acceptable, with the Administration department having the highest representation of women, while Community Based Services had the lowest. In the lower local governments, the ratio was 37% female to 63% male, overall, with 10 out of 21 LLGs employing less than the acceptable 40% females. Masuliita Town Council and Nabweru Subcounty had the desirable 50:50 ratio while Bussi with 0% and Mende at 22% had the least number of females.

The Uganda Gender Policy requires Wakiso district to collaborate with gender and women’s empowerment organizations, including: Women Councils, CBOs and NGOs on matters of gender mainstreaming and women’s empowerment. It was noted that Wakiso district and its sub counties coordinate with many government organizations, including: MoGLSD, MoFPED, Women Councils, NGOs and CBOs. It was further noted that Wakiso partnered with one organization directly working towards women’s empowerment (FOWODE) which has resulted into support for the development of a gender policy for Wakiso district. The district had also signed Memoranda of Understanding (MoUs) with 18 partner organizations for collaboration on specific projects in education and health. Signing of MoUs ensures accountability and effective follow up on milestones agreed upon. However, scrutiny of the 18 MoUs showed that none of the MoUs contained commitments/ requirements to ensure gender analysis, gender mainstreaming, sex disaggregation of data, or use of other such gender indicators. There is therefore need to investigate the impact of international organizations on women empowerment in Wakiso District

# 1.2 Problem statement

According to Chandrasekhar, (2004) several international organizations’ schemes play a crucial role in the economic empowerment of women by promoting suitable conditions for them to move from positions of marginalization within households, to one of greater roles in decision-making at the community, national and regional levels. Women’s empowerment has various outcomes, which may be social, economic or political in nature. Economic empowerment enhances the autonomy of women to gain control over economic resources at the household, community and national levels. It enables women to fight their way out of poverty and plays a crucial role towards achievement of a life of dignity and prosperity to the entire humanity (Armendariz de Aghion & Morduch, 2005; United Nations, 2000).

Women in Uganda remain poor and are discriminated and marginalized due to slow change in attitudes about women in the Ugandan society. These are deep-rooted cultural and traditional practices that discriminate against women and girls and customary practices in many parts of Uganda, these if counteracted would change the women status quo since they discriminate women in cases of succession and inheritance that limit their access to land, finances and property. (UWONET, 2016). This is corroborated by evidence from the Poverty Status Report (2014) which shows that the percentage of the vulnerable people instead increased from 42.9 percent to 43.3 percent. It is against this background that the proposed study seeks to investigate the impact of international organizations on women empowerment a case study of UN Women, Wakiso District.

# 1.3.0 General and specific objectives

### 1.3.1 General objective

The overall objective of the study was to assess the impact of international organizations on women empowerment in Uganda.

### 1.3.2 Specific objectives

1. To identify the interventions towards women empowerment in Wakiso District.
2. To assess the role of international organisations in women empowerment in Wakiso District.
3. To establish the relationship between International organisations/UN women and women empowerment in Wakiso District.

# 1.4 Research Questions

1. What interventions have been done by international organisations towards women empowerment in Wakiso District?
2. What role do international organisations play in women empowerment within Wakiso District? Does UN Women play a similar role?
3. What is the relationship between international organisations (UN Women) and women empowerment in Wakiso District?

# 1.5 Scope of the study

The scope of the study is divided in three sections of the geographical scope, content scope and time.

### 1.5.1 Geographical scope

The study was centered in Wakiso district because it is one of the districts in Uganda where UN women carries out its activities to empower women. Wakiso District is located in Uganda’s central region and shares borders with Kampala, Mpigi, Luwero, Nakaseke, Mityana, Mukono and Kalangala districts. (0.06300N, 32.44670E)

### 1.5.2 Content scope

This study focused on International Organizations and their effect on empowerment of women in Wakiso District. It specifically looked at the interventions by international organizations, factors affecting their interventions, roles and their relationship with women empowerment basing on Wakiso District, Uganda

### 1.5.3 Time

This study focused on International Organizations and their effect on empowerment of women in Wakiso District. It covered a period from 2019 to 2020 because this period was long enough to study whether International Organizations contributed to the empowerment of women in Wakiso District. The study was carried out for a period of one year including; concept development, proposal writing, data collection, entry, cleaning, analysis and dissertation writing.

# 1.6 Significance of the study

1. **Body of Research:** The study will contribute to the body of knowledge on international organizations with particular emphasis on community-managed approaches towards poverty, social, economic and political support offered to women, aimed at fighting barriers to women empowerment.
2. **Authorities:** The results of this study will be shared with the relevant authorities, community leaders, Academia, the UN Women and affiliate development partners to understand the contribution of international organizations to women empowerment.
3. **Knowledge:** This could contribute concrete knowledge that may improve policies that can lead to better policies which can improve on women empowerment like credit accessibility for informal savings groups particularly in women’s economic and social empowerment and rural development and improving the socio-economic status of women.
4. **Development:** It may also be an opportunity to contribute to integration of women views and their approaches into national development plans.

# 1.7 Justification of the study

This study sought to identify Interventions by international organizations aimed at improving the empowerment of women in Wakiso district. This is a necessity for the very development of any society, since it enhances both the quality and quantity of human resources available for development and ensures sustainable development of a country. Furthermore, this study was necessary because it is a necessary requirement for obtaining a masters Award from Nkumba University

# 1.8 Anticipated problems

* Like most activities, the researcher faced some constraints in the process of data collecting which were mostly financial in nature.
* There was lack of cooperation from the respondents who did not feel free to give out information. These were met during interviews where they had to face the researcher face to face. They could not express themselves for reason the researcher could not divulge.
* The researcher interacted with people from different ethnicity which became a challenge as some of them were not conversant with English.

## 1.9 Conceptual framework

According to O'Reilly, (2000), “a conceptual framework is a model of logical sense of the relationships among the several factors that have been identified as important to the problem”. The chosen framework will explore the relationship between independent variable, (International Organisations (UN Women)) and dependent variable (Women empowerment). The following is the model of the study which will further be discussed and justified in figure 2.1

### Figure 1.1: Conceptual framework

**Independent Variable: Interventions of UN Women**

* Training and development
* Funds provision
* Education support
* Formation of groups
* Access to credit
* Addressing culture restrictions
* Advocacy

**Dependent Variable: Women empowerment**

* Resource ownership
* Decision making
* Educational empowerment
* Political empowerment

**Intervening variables**

* Age
* Policy frameworks
* Political environment
* Cultural structures
* Education level

***Figure: 1.1*** *Conceptual framework the effect of activities of an international organization on women empowerment from Turnock and Handler (1991) and modified by the researcher.*

According to the conceptual mode above, the independent variables include; Training and development, Funds provision, Education support group formation, access to credit and advocacy services all do influence the women empowerment (dependent variable) differently like Resource ownership, Decision making, Access to education and Political representation. However, these variables are moderated by factors such as; Culture, Age, Policy frameworks, Education level, Political, social, economic needs, Employment status

It should however be noted that culture plays a pivotal role in the women empowerment and this is why a big budget under UN Women is always allocated into trainings of women so as to break un desirable cultural attachment that do not promote development to set women free from the bondage of undesired cultural practices.

# CHAPTER TWO

# LITERATURE REVIEW

# 2.0 Introduction

This chapter presents a review of literature relevant to the topic under study. It’s very review what other scholars have researched to uncover what is already known in the body of literature.

# 2.1 Understanding Women empowerment

Empowerment is a popular concept which has proliferated in the development literature over the last 15 years. But it has been used, and sometimes abused, in very different ways, for different purposes, under different meanings, and often in vague terms, making women’s empowerment a complex concept to define and measure. For the purpose of this study we use the following definition of empowerment proposed by Kabeer (2001) who defines empowerment as *“the expansion in people’s ability to make strategic life choices in a context where this ability was previously denied to them1.”* An important feature of empowerment is the transformational power of choices.

According to several authors, women’s empowerment requires systemic transformation in most institutions, but fundamentally in those supporting patriarchal structures (Kabeer, 2001). This means that a meaningful process of empowerment requires a structural change of the social rules that govern gender relations to make them more egalitarian.

An alternative definition of empowerment, particularly useful in the context of development assistance given its ability to be operationalized, is the one advanced by Aslop and Heinsoh (2005) who refer to *empowerment as “a person’s capacity to make effective choices; that is, as the capacity to transform choices into desired actions and outcomes”.* According to Aslop and Heinsoh, the extent or degree to which a person is empowered is influenced by personal agency (the capacity to make purposive choice) and opportunity structure (the institutional context in which choice is made). Asset endowments are used as indicators of agency. These assets may be psychological, informational, organizational, material, social, financial, or human. Opportunity structure is measured by the presence and operation of formal and informal institutions, including the laws, regulatory frameworks, and norms governing behavior.

However, particularly in women’s studies, Mosedale (2003) defined women’s empowerment as the process by which women redefine and extend what is possible for them to be and do in situations where they have been restricted, compared to men, from being and doing. Meanwhile, Vijayanthi (2002) has mentioned that empowerment should give women freedom of choice, equal access to domestic and community resources, opportunities and powers.

Floyd (2005) Emphasizes that the empowerment means enhancing spiritual, political, social, educational, economic, and gender strength of individuals and communities. The empowerment aims to expand the capabilities and potential of individuals to engage in relevant institutions that affect in their lives, as well as to allow individuals to monitor these institutions (Narayan, 2002). Ahmed and Khalid (2012) indicated that the empowerment is well suited to deal with social change in general and with inequitable structures in particular. It provides people, communities, and organizations with the compulsory skills, confidence, and countervailing power to deal effectively with social change in a world that distributes needs, resources, and power unequally. The environment, that is empowering women, is important in serving individuals, families, and communities to increase their personal, interpersonal, socioeconomic, and political strength and increase influence towards improving their circumstances (Drower, 2005).

# 2.2 Theoretical review

The study was guided by the gender theoretical frameworks namely; (1) theory of gender stratification and (2) gender and development theory as advanced by Blumberg (2004). Blumberg ties women’s empowerment to access to affordable financial services at the community level that several international organisations have provided to small women groups. In view of this, women having access to financial services stand a better chance of improving their economic status. The theories were formulated on the assumptions that access to financial services empowers women by putting capital in their hands and allowing them to earn incomes and make financial contributions and decisions to their households and communities. The theory of gender stratification, in particular outlines a chain of consequences that emerge in response to a change in micro-level gender balance of economic power (Blumberg, 1991). In this regard, the theory posits that a change in the balance of economic power can affect family well-being. The theories further asserts that involvement in successful income-generating activities (IGAs) should translate into greater control and empowerment. Thus, the theories hold that women whom international organisations offer access to financial services do gain economic empowerment and greatly improve their lives and also contribute directly and greatly to their children’s nutrition, education and healthcare (Blumberg, 2004). Blumberg (2004) defines economic power as the control of income and other key economic resources such as land, business premises and production equipment, among other resources. Furthermore, the theories outline a number of indicators of women empowerment, which Bonner (2005) groups into material, perceptual and relational. Material outcomes include changes in the level of capital invested, average income, ownership of properties such as land, business premises, production equipment and machinery.

In both theories, Blumberg posits that women’s economic power relative to men and is the most important among factors influencing the level of gender stratification in society. Material outcomes also include the level of investment in human capital in terms of access to food, nutrition, education, healthcare, housing, water supply, sanitation and energy. Notably, women often spend a greater proportion of their income on food, nutrition, education and healthcare for the family. This argument has been confirmed by various empirical studies, such as the study by Armendariz de Aghion and Morduch (2005). Through empirical studies, Blumberg (2001) noted that women having some income tend to be astute and more responsible managers of family resources. Such women also tend to be better managers of microcredit resources and more focused in the utilization of borrowed funds.

Perceptual outcomes of economic empowerment among women include increased self-esteem, which Chen et al. (2005) defines as the enhanced perception of own individuality, interest and value; self-confidence, which includes enhanced perception about own ability and capabilities; as well as vision of future and visibility. Other perceptual outcomes include respect and higher social status in society. Regarding relational change, Blumberg’s empowerment framework captures indicators such as increased role in decision-making at the household and community levels; improved bargaining power, increased participation in non-family groups, local institutions, government and political processes. Other indicators of relational change include reduced dependence on intermediation by other people for access to resources, markets, public institutions plus increased ability to act independently; as well as organizational and leadership ability. Empowerment is also indicated by increased negotiation power for marriage timing, sexual relations, as well as fertility patterns and choices. Additional indicators of empowerment include reduced vulnerability to domestic violence and rights violation.

The framework provides a comprehensive set of indicators of women’s empowerment that may be achieved through international organization schemes. Thus, involvement of international organizations basing on the theories above has a great impact on the empowerment of women. Being a theory that focuses on the empowerment of women, international organizations aim at the transformation of lives of women through various activities they are involved in.

# 2.3 Interventions by International Organisations towards women empowerment

Women empowerment has become one of the key priorities for sustainable development around the world. Even in developed countries, this factor is also being considered, as women in developed countries experience several types of discrimination in different ways. For developing countries like Uganda gender inequality has been established as one of the most vital obstacles to progress. Indeed, women empowerment has been reflected as a significant indicator of the sustainability of women’s success and well-being (Kulkarni, V.S., 2011), Thus several international organisations like UN women have found it wanting to develop initiatives to address issues related to women empowerment.

Most feminists believe that income generating projects are a practical solution to empowering women and one of the strategies to strengthen women’s positions (Overholt et al., 1991). Involving women in a project, therefore, should be an important policy for government and development organizations because women are viewed as actors, rather than victims and therefore can drastically change their own lives. According to Gionetten et al. (1994), women not only manage economic activities better than men, but also use the economic resources more wisely and to the benefit of the entire household. Nevertheless, they have a bleak economic presence in the developing world. The empowerment of women is a key component of the global development agenda (Ghadoliya, 2000; Pietilä, 2002).

Chao-Béroff, (2003) states that, In the rural economy, savings is considered a low-risk way of investing meager resources, with a view to accumulating enough to finance business enterprises. In this regard, rural populations have developed well-adapted saving mechanisms to guard against unexpected emergencies such as illness and crop failure Furthermore, savings for productive micro-enterprises, as a financing mechanism, has a positive future for smallholder agricultural activities in the rural economy. Access to affordable financial services is critical role for the economic empowerment of low income-earners, especially women. In most countries, financial services are provided by commercial banks and microfinance institutions (MFIs). However according to Scholars such as Chandrasekhar (2004), Armendáriz and Morduch (2005) commercial banks and MFIs are a potential source of financial services for rural communities, especially in developing economies. However, it is unfortunate that recent restructuring processes in response to liberalization of the financial sector in most developing countries have seen financial institutions tighten their financing regulations; thus, locking out low income-earners (Chandrasekhar, 2004). In view of this, commercial banks and MFIs in developing economies have not been supportive to women as low-income earners, particularly due to the high cost of their services. Low income-earners are barely able to meet minimum banking standards set by formal financial institutions, particularly in terms of minimum balance, bank charges and interest rates. In addition, low income-earners lack the capacity to benefit from loan products offered by commercial banks because they lack assets, which could serve as collateral for loans (World Bank, 2007).

A global study conducted by the World Bank found that by the end of 2006, about 133 million people were involved in voluntary saving and lending(VSL) activities and had benefitted from small loans from such schemes. About 60% of beneficiaries were women earning less than a dollar a day (World Bank, 2007). However, Morduch (1999) found that in developing countries, women play a pivotal role as risk managers and drivers of development, particularly in rural communities (Morduch, 1999). International organisations through voluntary saving and lending schemes have enabled thousands of women to access and use small sums of money in creative and successful ways to develop livelihoods, improve family well-being and accumulate savings. In this regard, the study found that women involved in VSL activities were better off than those not involved in such activities in terms of average income, food security, education, healthcare and ownership of production factors. Nevertheless, notwithstanding the benefits, VSLA resources were too limited to effectively empower women, create upward mobility and contribute to long-term economic growth (Morduch, 1999). This suggests the need for international organisations to increase support in financial strengthening of VSLA schemes to enable women to go beyond subsistence-level. Women involved in VSLA schemes were three times more likely to purchase land on their own than those not involved in such schemes. Due to the spillover effect of this impact on non-beneficiaries of VSL schemes, the study concluded that VSL directly accounted for 40% in the reduction of poverty in rural Bangladesh. While reviewing the study in 2005, the author demonstrated that the substantial impact of VSLA on poverty was entirely a result of borrowing by women, because borrowing by men yielded much lower returns (Khandker, 2005).

According to Goetz & Jenkins, (2002) Poor people’s involvement in local associations and inter-community cooperation mechanisms can contribute to social empowerment by improving their skills, knowledge and self-perception. Local associations also act as self-help mechanisms through which poor people organize their economic activities, such as farming cooperatives, or microfinance groups. However, Kabeer, & Huq, (2009) Vulnerable groups, such as the very poor, women and marginalized communities can often lack the skills and confidence to engage in community decision-making. It may therefore be important to support mechanisms designed to specifically target marginalized groups in order to ensure that they can participate. It is argued that participation in local associations can empower poor people to engage in public politics and collective action. However, research shows that building individual and collective capacities to engage is a long-term process.

According to Konte & Kwadwo (2019), Women’s political representation has significantly increased in Africa. From 2000 to 2018, the proportion of women parliamentarians almost doubled, and women’s representation in cabinet increased fivefold to 22% between 1980 and 2015. Women’s political representation in Africa is more descriptive than substantive. This means that Women represent almost half of the population in Africa, and yet they are the least likely to hold political positions and exercise authority across the continent. Often, female politicians in Africa overcome many barriers and constraints to access political positions. But once there, many of them have little decision-making power or are excluded from important government decisions on legislation, policies and budget allocation.(Deneulin, Shahani, eds. (2009)

Further recommendations have been to increase women's rights to vote, voice opinions, and the ability to run for office with a fair chance of being elected. Duflo, (2012) argues that because women are typically associated with child care and domestic responsibilities in the home, they have less time dedicated to entering the labor market and running their business. Policies that increase their bargaining power in the household would include policies that account for cases of divorce, better women welfare policies that allow women to own and control resources, However, participation is not limited to the realm of politics. It can include participation in the household, in schools, and the ability to make choices for oneself. Some theorists believe that bargaining power and agency in the household must be achieved before one can move onto broader political participation. (Nussbaum, 2000)

According to Konte & Kwadwo (2019) Women’s participation in the political party structures in Africa is also mainly limited to their reserved women’s wing position, tokenistic and ineffective at large men remain dominant in terms of numbers at the highest level of decision-making. Further, in the last 50 years only 10 out of the 54 countries in Africa (Burundi, Liberia, Madagascar, Mali, Mozambique, Malawi, Namibia, Rwanda, Senegal, and South Africa) have had a female president or prime minister. Lastly, political representation of women from the lowest to the highest level has been more of a reactionary measure. The Executive Director for the NGO Women Africa Solidarity, Oley Dibba-Wadda ironically commented that “…when everything gets messed up, the women are asked to come in and clean up.”

In summary, interventions according to many scholars have been done to empower women. Including political, educational, economic and social empowerment among others. Political empowerment supports creating policies that would best support gender equality and agency for women in both the public and private spheres. Popular methods that have been suggested are to create affirmative action policies that have a quota for the number of women in policy making and parliament positions. (Duflo, 2012) As of 2017, the global average of women who hold lower and single house parliament positions is 23.6 percent. (UNDP, 2018)

# 2.4 Roles of international organisations in empowerment of women

As defined by the World Bank, Most International Organisations like UN women pursue activities to relieve suffering, promote the interests of the poor, protect the environment, provide basic social services, or undertake community development‖ (Abbey, 2008). Since the 1980s, International Organisations have become major players in the field of development by promoting democracy, advocating for human rights, promoting sustainable socio-economic development, providing humanitarian relief, and supporting educational and cultural renewal (Rice & Ritchie, 1995). The emergence of NGOs in developing countries results, in part, from the failure of governments to reach the poorest of the poor and/or address the widening gaps between the rich and the poor (Streeten, 1997). As van der Heijden (1986) notes, the effectiveness of International organisations lies in their ability to deliver emergency relief or development services at low cost, to many people, in remote areas; their rapid, innovation and flexible responses to emerging financial and technical assistance needs at the grass root level; their long standing familiarity with social sector development and poverty alleviation; their experience with small scale development projects as well as with those requiring a high degree of involvement by, and familiarity with, concerned target groups(cited in Riddell et al. 1995, pp 36)

It is estimated that there are more than 50,000 NGOs operating in developing countries along with hundreds of thousands of small grassroots organizations and reach 250 million poor people (Streeten, 1997). The transfer of funding from high-income countries to promote international development assistance has risen from a negligible amount before 1980 to nearly $2 billion in 2004 (OECD, 2006a). This amount does not include additional billions of dollars that are channeled through NGOs to implement specific projects on behalf of the donor countries (Werker & Ahmed, 2008).

The wide-ranging work of International Organisations can be categorized in terms of the roles of implementer, catalyst, and partner (Lewis, 2007). The implementer role involves the mobilizing of resources and needs while the catalyst role reflects the ability to inspire, facilitate or contribute to improved thinking and action related to social transformation and the partner role includes the need to work on joint activities with government, donors and the private sector (Lewis & Kanji, 2009). The implementer role of providing services and the catalyst role of advocacy the primary focus on International Organisations in this analysis.

**Developmental programs**

The ultimate role of development programs is to increase the capacity of a community to address its own basic needs (Vakil, 1997). Such programs are in the form of services related to education, health care, micro-finance, agricultural extension, emergency relief, and human rights (Lewis & Kanji, 2009). For example, many organizations in India and Bangladesh seek to promote the economic empowerment of women by providing access to micro-finance. Similar efforts are being made to improve the health and education of women in developing countries by using a people centered‘ approach to empowerment based on a rights-based approach (Lewis & Kanji, 2009).

**Advocacy programs**

Advocacy involves the process of influencing policy or decision-making by building social support both among like-minded people and organizations (Vakil, 1997). Kamat (2004) describes advocacy interventions as issue-based campaigns that are organized at national and international levels for particular kinds of policy or legislative change. Keck and Sikkink (2002) highlight the significance of advocacy networks as contributors to a convergence of social and cultural norms at the local, regional and international levels. While some advocacy programs have been effective in promoting change in government policy, others have been more adversarial and have raised questions about who legitimately represents the national interest (Fox & Brown, 1998).

Najm (2013) revealed the role of development institutions in the empowerment of Palestinian women; the results indicated an effective role of development institutions of social, educational, economic, political and health for women’s empowerment programs. While Rahman & Sultana (2012) emphasized the role of non-governmental organizations and associations in the psychological, social and economic women empowerment. These organizations and associations have contributed to grant jobs for illiterate women. On the other hand, Khan and Bibi (2011) demonstrated the positive effects of a government run participatory development projects on the social and economic empowerment of women and its implications for poverty alleviation. Jabeen & Jabeen (2013) focused on the importance of a legal role for the elimination of socio-customary practices, discrimination against women and patriarchal structure of society. Adesua-Lincoln (2011) showed that several of women entrepreneurs lacked information and counseling procedures for the funding sources of their projects. This is very serious constraint impacting of their business start-up.

Al-Syouf (2007) showed the effectiveness of civil society organizations in women's empowerment programs in Jordan, furthermore, these organizations helped on the empowerment of women in the economic, social, political, and psychological aspects and to develop voluntary work. On the other hand, Al-Kharouf and Al-Hadidi (2011) agreed with Al-Syouf on the effectiveness of non-governmental development projects in the economic and social empowerment of Jordanian women. Awan (2012) also stressed the role of civil society in social, economic and political empowerment of women. He confirmed that the struggle of equal rights for women does not confine to socio-economic empowerment but this notion further extends to the equal political participation of women.

Al-Lamky (2006) pointed out the success of the initiative of the feminization of leadership in the Omani society through the appointment of women in positions of leadership and political terms, they are highly motivated and ambitious and that was the process of socialization, education and gender equality that major roles in parodies of these positions. Kemp (2013) offered the experience of United Arab Emirates (UAE) towards achieving the Millennium Development Goals (3) through the UAE government’s strategy to increase women's empowerment access to education; and social acceptance of educated women. In Kingdom of Saudi Arabia, Danish and Smith (2012) explore the challenges facing female entrepreneurs. They establish and manage small and medium-sized enterprises of projects, in spite of the challenges of societal and institutional represented the financial resources, training, and traditional administrative procedures that require the representation of males in the establishment and funding of projects of Saudi businesswomen.

In a similar study of Danish and Smith, Itani, Sidani and Baalbaki (2011) noted the satisfaction of UAE female running their own businesses. Women explained that there are no conflicts between their work and their personal lives, but they face some obstacles at the startup of their venture, such as lack of support of the society, society traditions, and personal and family reasons. Prins (2008) found that the literacy programs for women and men have created more of self-confidence, self-esteem, and the ability to participate in and influence new spaces, the ability to formulate and express ideas, and improve relationships with partners, parents, children, or other family members. On the other hand, Niraula (2011) revealed that the simply acquiring the ability to read and write skills can help the women to enhance their personal development.

In addition, Easton (2005) considered that literacy and empowerment are overlapping and intertwined in two ways, micro and macro. He defines the micro stage as psycho-cultural empowerment and the macro level as socio-economic empowerment, and argues that there is a physically powerful relation between literacy and empowerment which deals with social, economic, cultural and psychological aspects of learners Kannoush and Ghawnmeh (2011) stressed the significance of feminist Quota in the Jordanian election system to the improvement of women in the society and to ensure their participation in making political decisions. Women will then be capable of attracting public opinion and convincing the masses of their capacity to represent them, and also capable of introducing programs that satisfy citizens ambitions in general.

Balol (2009) confirmed that the political participation of Arab women is below the required level, and despite the progress witnessed by the status of Arab women in the areas of health and education, these gains have not been matched by similar achievements in the political field. Furthermore, the share of women participating in public and political life in the Arab region is among the lowest quota in the regions of the world. Kafarna and Salem (2011) indicated the role of the parliamentary elections in the political empowerment of Jordanian women through the promotion of self-confidence; giving them some political skills and participation in the Council of Representatives. In contrast, Alissa (2008 showed a positive attitudes and acceptance among the Saudi society in political participation of women. While Jibran (2008) showed the existence of obstacles that faced the participation of women's Yemeni in the elections. He indicated that there are negative effects of the positions of the religious people for women's participation in elections, by the nomination or election.

# 2.5 Relationship between International organisations and women empowerment

Since the early 1980s, International organisations have been at the forefront of documenting discrimination against women by viewing women‘s rights as human rights related to: 1) promoting the need for a gender approach to health care, education and economic development, 2) promoting the needs of the girl child and, 3) exposing violence against women (Handy & Kassam, 2007). Governments and donor agencies have increasingly relied on local NGOs in developing countries due to their proximity with the grass-roots and deep insight into women‘s concerns (Mehra, 1997). NGOs are also viewed as more flexible, participatory, and open to change and innovation (Riddell et al., 1995; Streeten, 1997).

A range of approaches and strategies adopted by NGOs to address women issues include empowerment, linking gender issues to development programs, and promoting a rights-based approach to social inclusion. As Korten (1987) describes, the process of democratization encourages people to mobilize and manage their local resources with government in an enabling role. In order to strengthen institutional and social capacity for greater local control, accountability, initiative, and self- reliance, different forms of power are needed: *social* (access to information and skills, participation in social organizations, financial resources), *political* (access by individual household members to decision making process, singly or groups); and *psychological* (self confident behavior) (Friedman, 1992). Each of these are necessary for the development to move beyond the notion of material well being. As ideas about participation and empowerment were adopted, it is also necessary to pay attention to unequal gender relations that are usually ignored (Lewis & Kanji, 2009; Parpart, Rai, & Staudt, 2002). By linking gender to development programs it is possible to focus on the role of culture and the inequalities rooted in the subordination of women (Sen & Grown, 1988). Sen and Grown (1988) offered vision of empowerment based on a commitment to collective action that needs to grow out of specific problems and context facing women in developing countries (economic, political or cultural). As Sen and Grown (1988) note, ―Equality for women is impossible within the existing political, cultural processes that reserve resources, power and control for small groups of people. But neither is development possible without gender equality for, and participation by, women‖ (as cited by Lewis & Kanji, 2009, pp79)

From the late 1990s onwards, the rights-based approach has been adopted by the International Organisations and NGOs and donors to bring the issues of economic, social and cultural rights to the center stage alongside with existing political and civil rights. The rights-based approach has helped to link poverty alleviation with the efforts to promote accountability (Lewis & Kanji, 2009).

Numerous studies have highlighted the role of International in empowering women (Hunt & Kasynathan, 2002; Mayoux, 1998; Lewis & Kanji, 2009; Swainson, 2000). Based on the strategies and approaches, International Organisations and NGOs in development have adopted various innovative interventions considering the socio economic and cultural issues to address the women‘s issues in the developing countries. For example, the Association of Sarva Seva Farms (ASSEFA) in India supports the development of self-reliant communities through the collective use of local ideas and labor rather than relying on external resources; CODIGO in Bolivia combines local medicines with western approaches in promoting income generating health care services; and Self Employed Women‘s Association (SEWA) in India and Nijera Kori in Bangladesh demonstrate the link between rights and power related to gender and empowerment outcomes (Lewis and Kanji, 2009). The emergence of microcredit is now well recognized as a successful tool for equitable and sustainable development. The empowerment of women through microcredit programs by organizations like Grameen Bank and BRAC is well documented (Hunt & Kasynathan, 2002; Amin et al., 1998; Streeten, 1987)

NGOs like the Forum for African Women Educationalists based in Nairobi, Kenya play a significant role in ensuring quality education for all and the goal of gender parity and equality in African education (Ongaga & Ombonga, 2009). This program is similar to the Campaign for Female Education (CAMFED) that is dedicated to fighting poverty and AIDS in rural communities in Africa by educating girls.

The expanded definition of reproductive health adopted in the Cairo Declaration at the UN conference on Population and Development in 1994 provided increased opportunities for NGOs to promote reproductive health. For example, reproductive health services in Sri Lanka are implemented through family planning NGOs. In Latin American countries, NGOs have a long history of providing family planning and other reproductive health services (Langer, Nigenda, & Catino, 2000). For example, AFROFAM in Guatemala has been providing reproductive health services for last four decades.

It is only recently that the advocacy role of International organisations related to influencing public policy has been acknowledged as part of service provision. Advocacy has become a means by which International organisations reassess their heavy investment in development programs as they seek to make poverty reduction and the empowerment of women more central to their missions (Lewis & Kanji, 2009). International organizations Advocacy has become more focused, more strategic, and has made more effective use of the media in recent decades (Anderson, 2000). The most effective forms of advocacy include: 1) a clear and accessible program logic that explains how the goals connect with planned strategies and outcomes and 2) specific and achievable objectives within a timeframe of the planned intervention (Roche, 1999; Davies, 2001). The legitimacy of the organization undertaking advocacy and the role of organizational coalitions and alliances are considered an important indicator of an NGO‘s ability to achieve its planned outcomes (Davies, 2001).

International organizations have achieved success in their advocacy role because they have been able to link local experiences with national or international policy (Madon, 1999; Kilby, 2006). For example, the YWCA has been promoting the needs and rights of women and the Peruvian NGO, Movimiento Manuela Ramos, has been working with approximately 200 community-based organizations to advocate for incorporating the perspective of women in government health care delivery (Langer, Nigenda & Catino, 2000**)**. Similarly in Uganda, ActionAid, and other NGOs used their advocacy initiative to support the successful passage of a domestic relations bill and added clauses for land co-ownership in the 1998 Land Act to protect women‘s rights to land (Nabacwa, 2001).

Since the signing of Beijing platform for action in 1995, many governments are committed to achieving gender equality and empowerment of women. Over the past decade, major international institutions supporting development programs have created and endorsed a gender policy that includes the active role of women in decision-making processes and empowerment, gender training and sensitization, and targeted action to promote gender equity (Moser & Moser, 2005).

Multilateral and bilateral aid agencies (e.g., Department for International Development Swedish International Development Agency, and UNICEF) encourage the participation of girls and women (Swainson, 2000). The governments also in many developing countries have adopted policies and interventions to address women issues as well as collaborated with local NGOs to implement the projects and programs that support the empowerment of women. For example, the Lok Jumbish project in the Indian state of Rajasthan illustrates how International organisations -state collaboration addresses education and women's empowerment and Kenya's government population program involves NGOs in delivering services (Streeten, 1997). Some governments have also launched specific programs to empower women. For example, the Swayamsiddha program developed by the government of India to promote participation by women in local governments and the Swarnjayanti Gram Swarozgar Yojana program to assist poor families in generating income. Similarly, the governments in Sub-Saharan Africa are seeking to increase the access of girls to secondary education. In Pakistan, the government policies regarding women are more concern with economic realities than with gender issues (Weiss, 1994). Many governments in developing countries have endorsed grassroots microcredit and microfinance institutions and, in some cases, have integrated micro-credit programs into their development planning (Snow and Berry, 2001)

Most of the initiatives launched by International Organisations and governments since the 1980s have been largely confined to services that seek to reduce oppression instead of addressing the underlying causes of gender discrimination. For example, education initiatives have been largely confined to strategies to increase the access of girls to education and have not sought to address the causes of the gender gap itself, especially the economic betterment of the communities in which women live. There has been less attention to improving the social status of women as gender gaps are becoming wider with little monitoring and evaluation of gender mainstreaming policies adopted by various bilateral and non-governmental organizations.

Despite the efforts of International Organisations over the past three decades to improve the lives of millions of women across the developing countries, the inequalities and discrimination against women still persists. The empowerment of women through the economic betterment of their communities does not necessarily lead to their autonomy (Hunt & Kasynathan, 2002). It still is not clear how the social impact of the microcredit program for economic empowerment translates into improving the social status of the women and reducing the gender gaps. In a similar way, it is not clear how the rights-based approach translates into gender mainstreaming. In essence, there is a need for greater attention to evaluating NGO advocacy and identifying advocacy achievements (Edwards & Hulme, 1995).

The Uganda Living Standard Survey (2000), concluded that women are poorly represented at all levels of decision–making. This low level of participation by women excludes their perspectives from policies and legislation; it prevents their input into national budgets and resource allocation, and it deprives society of Women’s skills, knowledge and their perspectives (Ofei–Aboagye, 2000) this suggests the need for international organisations to advocate for change of the status quo. Furthermore, Singh K.N. (2007) notes that International organisations have gone ahead to advise women to start new enterprises like horticulture, which they can market directly and control cash.

Oxaal and Baden (1997, p.10) comment, there has been a tendency by many empowerment practitioners to assume that increasing access to resources or decision-making power in one area, will automatically lead to a change in other areas. For example, providing credit to a woman may not increase women´s control over resources and their bargaining power, but the context under which this credit is delivered is what makes it meaningful. It will be hard to facilitate credit amongst women in the context where organizational cultures are biased towards the participation of women in decision-making. This therefore means that it’s not about credit alone, but also the structures and processes through which credit will be used or even acquired need to be examined. For that reason, Oxfam (1994, as cited in Oxaal and Baden, 1997) suggested, “*empowerment is demonstrated by examining the quality of people´s participation in decision making and processes affecting their lives*”.

Furthermore, Steward, M.J. (2005) argued that the efforts to empower women have been mainly focused on how to improve their lives at a local level while ignoring global and national forces, which affect marginalized rural groups. Agreeably, although the positive impacts of the global and national development trends have been promising, it is imperative to conjointly note the negative impacts as well. For instance, globalization (global level) and liberalization (national level) have accelerated competition over resources and power, which has negative implications on the poverty-stricken populace. Most micro-finance institutions, for example, are based in urban areas and systematically deny those in rural areas, especially women, from accessing micro-finance services (Ibid.).

Miller (2007) asserts that women, especially those who are living in the rural areas of underdeveloped countries, have substantial knowledge and experience of managing and conserving natural resources. For instance, majority of women in Uganda, Kenya and Nigeria are engaged in the agricultural and informal sectors of the economy and they constitute about 60% of farm labor and produce over 90% of the domestic food supply.

In summary, for Effective women empowerment by UN Women, there is need for relevant knowledge and skills. In other words, the personnel (management) should have relevant training on management of women SHGs. Lack of skilled and knowledgeable personnel will result into low productivity (Hudson, 2009). Development is a process by which people are awakened to opportunities within their reach. Development, therefore, starts with people and progresses through them. This is the reason why, according to these authors, rural women should be involved in ongoing development initiatives. They are the most marginalized group in terms of their needs, while being the ones who produce almost 80% of the food consumed in most of Africa’s population (Hunger Project, 2009).

In Uganda there has been insufficient political will and sustained commitment to meeting economic needs and interests of most rural women by the local authorities and governments (Parmar, 2003). While many African countries have ratified the UN agreements on this issue, there seems to be no subsequent informed policy decisions. Most Ugandan governments’ macroeconomic policies do not incorporate gender perspectives in their design to enforce its application and implementation (Parmar, 2003)

Friedman (2005) postulates that the current efforts towards ensuring women play a great role in development is through increasing their mobility and participation on economic, political and product and the final objective, are the takers and the government, civil society, law, administration, media and other institutions are the givers.

The World Development Report of 2001 argues that major reductions in all dimensions of poverty are indeed possible when the interaction of markets, state institutions, and civil societies can harness the forces of economic integration and technological changes to serve the interest of poor people and increase their share of society’s prosperity. Actions are needed in three complementary areas. They include the promotion of economic opportunities for poor people through equitable growth and better access to markets and expanded assets. It also includes the facilitation of empowerment and removing social barriers that exclude women, ethnic and racial groups, and the socially disadvantaged; and finally enhancing security by preventing and managing economy–wide shocks and providing mechanisms to reduce the sources of vulnerability that the poor face (World Bank, 2004).

According to Kamath (2010), women are the biggest producers of food and the biggest labour force in most third world countries. It is important that more human resources are invested in sustainable women development through Integrated Approach which aims at increasing diversity of enterprises with the rural women farmers. The Integrated Approach (IA) programme is also working with rural women to enhance their productive capacity, through capacity building via integrated training on the use of new and appropriate technology transfer which include improved cook stoves and fuel for cooking and the use of renewable energy sources, on techniques in improved farming methods for sustainable agriculture aimed specifically at increasing food production and food security.This has seen much training focussed approach to trainings in order to skill the women in these areas.

In Sustainable Rural Development programmes, the involvement of target groups, in all stages is prerequisite for a successful implementation of projects. This can be done by involving them as stakeholders, in order for them to derive direct benefits from the programmes. Women’s impact could be more easily achieved through groups and networks that advocates for their visibility and recognition. Groups are good set ups for giving or receiving information because each member has something to offer. In groups, members are free to share problems and issues affecting them (Beatrice, 2007).

**CHAPTER THREE**

# METHODOLOGY

## 3.0 Introduction

This chapter presents a description of the methodology that was used to obtain data that was used to answer the research questions. The chapter commences with a description of the research paradigm, study design, the study population (including eligibility), sample size calculation, and sampling procedures. The chapter continues with a description of the study variables, data collection methods, data collection tools, quality control techniques, the data management and analysis plan, and ethical considerations.

# 3.1 Research Paradigm

Founded on epistemological assumptions or in other words underlying assumptions about how knowledge can be obtained, Myers (1997) proposed three categories of research paradigms: positivist, interpretivist and pragmatic. It is arguable that these three paradigms can be adopted independently or in combination, but in this study, the pragmatic paradigm was adopted. The pragmatic paradigm implies that the overall approach to research is that of mixing data collection methods and data analysis procedures within the research process (Creswell, 2003). That is the sole basis of that paradigm, and so using it involves the concurrent choice of quantitative and qualitative methods. With that paradigm used in this study, therefore, the researcher used both quantitative and qualitative methods of data collection to obtain the data required and come up with conclusions for each of the study objectives. In addition, the pragmatic paradigm has what Tashakkori and Teddlie (1998) and Creswell (2003) see as intuitive appeal, permission to study areas that are of interest, embracing methods that are appropriate and using findings in a positive manner in harmony with the value system held by the researcher (Creswell 2003), all of where key aspects that informed its choice as a paradigm for this study.

# 3.2 Study design

Given the research paradigm that was used as described in the previous section, the nature of objectives of this study, and the type of data that was hence required, this study adopted a sequential explanatory mixed methods design, an analytical cross sectional survey design. In this kind of design, two methods of data collection are used, that is quantitative and qualitative ones, with the former being conducted first. The choice of a mixed methods approach for this study is premised on the benefits and/or rationales for using mixed methods, namely, “triangulation”, “completeness”, “offsetting weaknesses and providing stronger inferences”, “answering different research questions”, “explanation of findings”, “illustration of data”, “hypothesis development and testing” and “instrument development and testing” (Doyle et al., 2009).

With those merits of a mixed methods study, it was possible to obtain triangulated and hence reliable data deduced from more than one methods of data collection. In addition this study required that the conclusions are made from not only a numerical perspective, but from a composite evidence base that included voices from the adolescent mothers themselves. Thus, the use of a mixed method design offers richer data than either approach could produce if used singularly (Sechrest & Sidani, 1995). Each data collection approach either validates the other or complements it adding greater depth and understanding to the research (Sechrest & Sidani, 1995; Tashakkori & Teddlie, 1998).

# 3.3 Study population

A population is any group of individuals that has one or more characteristics in common and that are of interest to the researcher (Creswell, 2005). A population consists of all cases that meet the designated criteria. In this study, the target population consisted of Human rights organizations in Uganda. For example, Human Rights Awareness and Promotion Forum, Uganda Human Rights Network, some women residing in Wakiso district. These women involved in the study also had in a way participated in the activities of UN women. Such women were targeted because it is them that encounter personnel from UN women and have directly or indirectly been impacted through their day to day activities or in their various women group savings.

Wakiso District is located in Uganda’s central region and shares borders with Kampala, Mpigi, Luwero, Nakaseke, Mityana, Mukono and Kalangala districts, Wakiso, was curved out of Mpigi district with an aim of improving service delivery, is the second most populated District in Uganda with a population of 2,007,700 as per the 2014 census and covers a total area of 2,807.75 square kilometers. The District is part of the famous Luwero Triangle, which was ravaged during the five-year war in the early to mid-1980s but currently boasts of a highly urbanized society with half of its population living in urban areas (<https://wakiso.go.ug/about-us/district-profile>)

Due to its size and population, the study was carried out in Kasanje Sub county,Kasanje sub county is one of the 15 sub counties that make up Wakiso district. Kasanje comprises of 9 parishes, namely Kasanje, Bulumbu, Zzinga, Ssazi, Sokolo, Mako, Jjungo, Bussi and Zziba

The study population comprised of 10 local leaders, 161 local population/members and 5 officials of UN Women. See table 3.1

### Table 3. 1: Study Population

|  |  |  |  |
| --- | --- | --- | --- |
| **Category** | **N** | **Percentage** | **Sampling strategies** |
| Women leaders | 10 | 3.7 | Purposive |
| Local population | 126 | 86.6 | Random |
| Uganda Human Rights Awareness and Promotion Forum | 10 | 3.7 | Purposive |
| Uganda Human Rights Network | 10 | 3.7 | Purposive |
| UN Women officials | 5 | 2.3 | Purposive |
| **Total** | **161** | **100** |  |

***Source: Primary 2020***

# 3.4 Sample size

In a cross-sectional survey, the sample size should be sufficiently large enough to estimate the prevalence of the conditions of interest with adequate precision. This was considered in the attempt to calculate the sample size for this study. Given that the number of women in Kasanje Sub County in Wakiso district is less than 10,000, a formula that incorporates a population correction factor was used in order to obtain a precise and representative sample size for this study. The sample size of 161was selected basing on the criteria set according to Slovin’s formula of 1967. According to Sekaran, (2003) a sample that is larger than 30 and less than 500 is appropriate for most research. This is because it is manageable and it minimizes time, and it has a potential of providing adequate information that will be required for the study.

The sample size of 161 was calculated using Slovin’s formulae of 1967.

Where:

n = sample size

N = target population

e = level of significance = e = 0.05 = e2 = (0.05)2 =0.0025

N= 270

n = 161

# Qualitative sample size

As elaborated in section 3.5, this study used interviews as the qualitative data collection method, with the implication that since interviews have a set number of participants (8-15), the role of the researcher was to determine the number of respondents that were supposed to be involved. Doing so in a qualitative study is premised on that principle that unlike in quantitative studies where formulae are used, the number starts out open interviews are done, until no more new data is being generated by respondents. In other words, interviews are constituted one after another for as long as each subsequent interviewee is yielding new information, short of which it is said that saturation has been reached. Therefore, in this study, interviews were held until an overlap in information provided by the participants in a subsequent interview was observed. This happened at the 6th interviewee in this study, and so, data from interviews was considered.

# 3.5 Sampling procedures

Wakiso district was purposively sampled, on two grounds; one is that it is home to the biggest number of interventions from international organisation including UN Women, and second, because the women in that district are also reported to have adolescent mothers who are reported to be experiencing rather high costs of living as indicated by a report by transforming lives in Wakiso, 2019)

# 3.6 Data collection methods

**Structured questionnaire**

Structured interviews are such a method, and using that type of interview, the researcher asked the respondents a series of pre-determined response format questions that all interviewees would answer in the same order. Moreover, using the interviews the researcher had direct control over the flow of primary data collection process and had a chance to clarify certain issues during the process is in need arises. The other reason why structured interviews were used is that analysis of data that arises from in structured interviews usually tends to be more straightforward compared to other forms of interviews, because the researcher was able to compare and contrast different answers given to the same questions. Most importantly, since structured interviews collect close ended responses, the data collected by them can be easily quantified, which was an advantage in this study since all the three study objectives will require quantitative data to be answered. The interview also allowed for probing of interesting responses and observation of the nonverbal responses (Polit and Hungler; 2004). All respondents were asked the same questions in the same manner. This made it easy to replicate the responses. In other words, this type of data collection method was easy to regulate and thus it will increased accuracy of the responses.

**Interview guide**

To collect qualitative data, interview guide were used; this form of data collection is one in which persons with given characteristics of interest are converged at a given location and concurrently interview. Interviews were chosen as the qualitative data collection method because with them it was possible to stimulate free expression and sharing of information among women, given that the subject under study was not that sensitive. The important issues during the interviews were recorded by writing notes. In addition, it provided in depth outcomes on the information required from the respondent.

# 3.7 Data collection tool

**Structured questionnaire**

The study employed a questionnaire format as its primary data collection tool to capture the quantitative data. Kothari (2008) observes that the questionnaire has been extensively used in range of business and economic surveys due to its unbiased nature and ability to capture data from larger samples. Questionnaires use also provides greater anonymity through questionnaire coding and discrete analysis of the respondent personal details. Statpac (2011) notes that use of questionnaire are less intrusive than telephone interviews or face to face conversations. Specifically for this study, interviewer administered structured questionnaires was used to capture the quantitative data. The instructions in the structured questionnaire was made quite simple, clear and concisely written. The sections in the tool were constructed in such a way to answer the research question and the questions were also constructed in an attempt to obtain honest answers and details from respondents. The structured questionnaire was employed in this study also because of its simplicity and probability to obtain relevant information within a short span of time. The questionnaire was designed with three sections, section A had questions seeking to obtain socio demographic characteristics of the respondents, Section B had questions assessing the use of postpartum long acting reversible contraception, and section C had questions assessing the intrapersonal characteristics of the adolescent mothers and Section D had questions assessing institutional characteristics.

**Interview guide**

# The interview guide was designed with open ended questions, so as to allow for the solicitation of unlimited responses on the part of the respondents. The interview was designed with questions that were strictly aligned to the objectives of the study, just like the structured questionnaire was, only with an open ended format. In addition, the guide contained sample probe points attached to each question, to serve as check points for response in case a given respondent missed out on any of them.

# 3.8 Quality control

This study employed a set of four quality control techniques in its quest to ensure that valid and reliable data was obtained the end of the day. The techniques included; research assistant training, pretesting of the study tools, field editing, questionnaire validity testing, and reliability testing

### 3.8.1 Pre-testing

Pretesting of the study was done among a section of 27 women in Kasanje Sub county in Wakiso district. The Questionnaire pretesting enabled the researcher to identify inappropriate terms in question wording, an inappropriate order, errors in questionnaires. In this context, the questionnaire pretesting process focused on answering to the following questions?, Does every survey question measure what it should measure?, Do respondents understand all the terms?, Are questions interpreted in the same manner by all the respondents?, Did closed questions provide at least one answer choice that would apply to every respondent?, Does the questionnaire create a positive impression, thus motivating people to answer?, Are the answer choices to be selected correct?, Does any aspect of the questionnaire suggest any biasing attempt from the researcher?. With that feedback, the researcher was in position to make all the necessary adjustments on the tools before the main study is rolled out. Only three adjustments were made after the pretest, and those included modification of responses of two questions in section B of the tool and addition of one more question in section D.

### 3.8.2 Reliability of the Instrument

The reliability of an instrument is a measure that indicates the stability and consistency with which the instrument measures the concept. This helps us to assess the goodness of a measure (Sekaran and Bougie, 2010). Thus, it was important to assess the scale reliability of any questionnaire, for which in this study, internal consistency of the tool was tested in order to find out the extent to which a scale can reproduce the same measurement results in repeated trials (Hair et al., 2003). The internal consistency of measures indicates the homogeneity of the items in the measure that captures the construct using only one administration of an instrument. Internal consistency is the degree to which the various measures of a multidimensional construct correlate with the scale (Hair et al., 2003). The internal consistency reliability of a measurement scale is typically assessed using two statistics: one is the Cronbach’s alpha, and the other is the composite reliability indicator. In this study, however, the Cronbach’s alpha statistics was used, whose acceptable value for a reliable construct is 0.7 (Nunnally and Berbstein, 1994; Kline, 2005). Therefore, the scale was analysed until an alpha value in that range is obtained.

### Table 3. 2 Reliability

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .939 | 24 |

Analysis was done for the reliability of the sample using the Cronbach’s Alpha and the results give a statistic of 0.939. The results are reliable because the Cronbach’s Alpha is greater than 0.70 which is 0.939(93.9%). This shows a high level of consistency with this specific sample.

### 3.8.3 Content Validity

The content validity is the degree to which the content of the items adequately represents the universe of all relevant items under study (Cooper et al., 2012). This can be determined using judgment and panel evaluation. Content validity of an attitude scale is a sort of overall criterion that can be assessed only though a researcher’s subjective judgment (Parasuraman et al., 2004). In the present study, the researcher exercised the judgment through careful definition and analysis of conceptual and empirical frameworks, the product of an extensive literature review in the area of study. In addition, given that a panel of judges can attest to the content validity of the instrument (Sekaran and Bougie, 2010), the questionnaire was subjected to a panel of three experts for their evaluation. The panel in this case consisted of 2 practitioners and 1 academician all of which had experience in women related issues. These experts were given the study objectives and a rating scale to which was as follows; (4), Very relevant (3), somewhat relevant (2), and not relevant (1). Validity was determined using Content Validity Index (C.V.I), which is computed as follows;

C.V.I = items rated 3 or 4 by the three judges divided by the total number of items in the questionnaire. This can be symbolized as n¾ / N.

### Table 3.3: Validity

|  |  |
| --- | --- |
| **Validity Statistics** | |
| C.V. Index | N of Items |
| .81 | 27 |

*Source: Primary Data 2020*

The results above indicate a CVI of 0.81 from the experts which is above 0.7. Therefore, the items were relevant.

# 3.9 Data analysis plan

Data analysis involved steps such as coding the responses, cleaning, screening the data and selecting the appropriate data analysis strategy (Churchill & Iacobucci 2004; Luck & Rubin 1987; Malhotra 1999; Sekaran 2000) as detailed below.

**Coding of responses**

This task involved identifying, classifying and assigning a numeric or character symbol to data, which might be done in two ways: pre-coded and post-coded (Luck & Rubin 1987; Wong, 1999). In this study, all the responses were pre-coded and upon completion, the data was then entered to a statistical analysis software package, SPSS version 12.01, for the next steps.

**Cleaning and screening data**

The process of cleaning and screening data included inconsistency checks and missing responses (Luck & Rubin 1987; Malhotra 1999), plus running of sample descriptive analyses for each variable entered for the purpose of determining whether any outliers or missing variables had remaining. four outliers were found, and rectified, and two error in coding for question 3 (variable 3) was also rectified, following which actual analysis was commenced

**Selecting a data analysis strategy**

**Qualitative analysis**

The quantitative data that was obtained from the research was keyed and coded into the Statistical Package for Social Science (SPSS) analysis software to analyse and the findings were presented in summarized and easily comparable formats. To run the univariate analysis, descriptive analyses was applied. Descriptive analysis refers to the transformation of raw data into a form that would provide information to describe a set of factors in a situation that made them easy to understand and interpret (Kassim 2001; Sekaran 2000; Zikmund 2000). This analysis gives a meaning to data through frequency distribution, mean, and standard deviation, which are useful to identify differences among groups. This was done for all the three objectives, however, for objective 3, two other steps of analysis was conducted. Those were bivariate and multivariate analysis.

At the next stage of analysis, relationships were analyzed between the independent and dependent variables using bivariate logistic regression. This was done using crude odds ratios, the crude odds ratios was used to compare the relative odds of the occurrence of the outcome of interest (e.g. compliance or noncompliance), given exposure to the variable of interest (e.g. Individual characteristics or health system characteristics) (Szumilas, 2010). However, at this point, no adjustment for confounders were made, but the rather the interest was to find out which of the independent variables had a statistically significant relationship with the dependent variable. Statistical significance was set at an alpha level of 5%, that is, relationships which had p values that were less than 0.05 was considered significant, and they were taken to the next level of analysis (Multivariate).

At multivariate analysis, the researcher used a binary logistic regression model to analyze the independent predictors. At this point adjustment for confounders was made, depending on the variable that was being analyzed, in order to control their effect on the relationship being analyzed. The findings were reported using adjusted odds and confidence intervals, for which confidence intervals at 95% confidence interval (CI) is used to estimate the precision of the OR (Szumilas, 2010).

**Qualitative analysis**

The primary method of analysis for the qualitative interview data in this study was thematic analysis. The choice of thematic analysis for this research lies in its flexibility, suitability to a pragmatic framework, ease of use, acceptability academically its allowance for social as well as psychological interpretation of data and its ability to highlight similarities and differences across data sets (Braun & Clarke, 2006). At the start of the process, Individual transcripts were read and re-read a number of times, followed by a writing process. As part of the writing process, meaning units were grouped together and eventually organized into themes and sub-themes. The researcher and undertook the analytic approach individually and then made decision on codes and themes to ensure credibility and trustworthiness of the process. Using a summative approach, code counting was done across the transcripts to identify the frequency each occurred, and from that subthemes were generated, with each presented under an appropriate theme. The qualitative data thus explored more deeply the issues raised in the open inquiry, It focused on the social aspects of women’s empowerment i.e Characteristics and feelings of empowered and disempowered women, women’s capacity to participate in social networks, women’s capacity to access and control household resources and women’s aspirations for their daughters. The qualitative survey also explored perceptions about UN Women Programs in empowering women through their activities

# 3.10 Ethical considerations

This study involved an assessment of interventions by UN Women and their impact on women empowerment and given that kind of population and the subject matter that they were engaged in, a number of ethical considerations were upheld. The participants’ right to privacy, self-determination and freedom to withdraw at any time from the study was considered in this study (Cormack 1991). The researcher observed the following ethical issues in this study.

**Permissions**

All necessary permissions were sought before the study is practically rolled out. First, a letter of introduction was sought from the university ethical review committee, following which that same letter was then used to introduce the researcher to the local administration of all the sample fishing villages. It is then that the researcher requested for permission to carry out a study among adolescent mothers in the said fishing communities.

**Anonymity and confidentiality**

Anonymity occurs when the researcher cannot link the information with the informants, thus anonymity with respondents in the study was ensured by assigning labels to the informants and not actually writing the informants’ names down. During the study informants were assured of privacy. The promise of confidentiality was guaranteed, and information was not publicly reported in a way that the informants’ identity was exposed. All questionnaires did not have name identifiers on them, but rather serial numbers.

**Voluntary participation**

For ensuring that the respondents put forward reliable and valid data, the ethical principal of voluntary participation was upheld. This was important because there was need to ensure that all respondent agree to participate in the study on their accord without being coerced so that they feel free to given their pure responses. They were told that they non participation in the study would not result into any consequences whatsoever.

# 3.11 Dissemination plan

The researcher plans to disseminate the study finding on number of platforms and locations including the university library, the Wakiso district authorities, and the local council authorities of Kasanje Sub County.

# CHAPTER FOUR

# DATA ANALYSIS, PRESENTATION, INTERPRETATION AND DISCUSSIONS

# 4.0 Introduction

The study assessed the Impact of International Organizations on Women Empowerment in Uganda, A Case of UN Women in Wakiso District. This chapter presents the analysis and interpretation of the results by the objectives of the study. This chapter focuses on data collected through the questionnaire survey and interview guide. This chapter brings together the findings computed using the statistical package for social scientists (SPSS) presented using descriptive statistics, inferential statistics, frequency tables, percentages and graphs to facilitate interpretation and aid further discussion and analysis.

This chapter presents the findings of the study, commencing with the response rate, demography of the study population, the findings from the first objectives, the findings of the second objective and the findings from the third objective.

# 4.1 Response Rate

Presentation of tabulated data according to respondents’ response rate.

### Table 4.1: Response rate

|  |  |  |  |
| --- | --- | --- | --- |
| **Instrument** | **Target** | **Actual Response Rate** | **Response Rate** |
| Questionnaire | 151 | 144 | 95.4% |
| Interviews | 10 | 8 | 80% |
| Total | 161 | 152 | 94.4% |

***Source: Primary Data (2020)***

Table 4.1 above indicates the response rate from the study. The researcher distributed 151 questionnaires and 144 were returned thus the response rate was 95.4%. This implied that the study had a high response rate that enabled the researcher to come up with concrete findings for the study. Face to face interviews were also carried out with the respondents and in total 8 were interviewed out of the target number of 10, which represented 80% response rate. According to (Mugenda & Mugenda, 2003), the researcher should use all means to increase the response rate in order to have a representative sample for meaningful generalization. If the response rate is 50% or less, it shows that the data is inadequate for analysis, but if the response rate is 60%, it indicates that the data is good for analysis. If the rate is 70% and above, then the data is considered to be very good for analysis. This therefore implies that the data presented by the researcher is very good for analysis.

# 4.2 Demographic characteristics of respondents

This section presents findings on demographics of the respondents namely; gender, age group, marital status and Highest Education Level as presented in table 4.1 below;

### Table 4.2 Demographic characteristics of respondents

|  |  |  |  |
| --- | --- | --- | --- |
| **Variable** | **Values** | **Frequencies** | **Percentage** |
| **Gender of the respondent** |  |  |  |
|  | Male | 6 | 3.9 |
|  | Female | 146 | 96.1 |
|  | **Total** | **152** | **100.0** |
| **Age group** |  |  |  |
|  | Below 25 | 53 | 34.9 |
|  | 26-30 | 55 | 36.2 |
|  | 31-35 | 17 | 11.2 |
|  | 36-40 | 12 | 7.9 |
|  | 41 and above | 15 | 9.8 |
|  | **Total** | **152** | **100.0** |
| **Marital status** |  |  |  |
|  | Married | 28 | 18.4 |
|  | Separated | 19 | 12.5 |
|  | Windowed | 28 | 18.4 |
|  | Single | 36 | 23.7 |
|  | divorced | 41 | 27 |
|  | **Total** | **152** | **100.0** |
| **Highest level of education** |  |  |  |
|  | No Education | 21 | 13.8 |
|  | Completed Secondary | 95 | 62.5 |
|  | Advanced Level | 21 | 13.8 |
|  | Primary Level | 7 | 4.6 |
|  | Tertiary | 8 | 5.3 |
|  | **Total** | **152** | **100.0** |

***Source: Primary Data 2020***

# 4.2.1 Gender

Analysis was made for the gender of the respondents and the findings indicate that 146(96.1%) of the respondents were all female while 3.9% were males, this was due to the fact that nature of study that was more inclined on women rather than men and the few men that participated were from community level interviews Therefore in determining the impact of international organisations on women empowerment, majorly women must be involved therefore the findings are representative enough of the women encounters and involvement However it should be noted that men continue to have a high stake in influencing women decisions and must never be left out of the question in women programmes, this was noticed during the data collection where a number Woman first requested the researcher to seek permission from the male counterpart in order to participate in the study.

# 4.2.2 Age groups

The results in table 4.2 above indicate that majority of the respondents were between the age group of 26-30 years as represented by 55(36.2%) response rate. This was followed by those below 25 years 53(34.9%), those between 31-35 years were 17(11.2%), those between 36-40 were 12(7.9%) whereas those above 41 years were 15(9.8%). It can be deduced that majority of the respondents accounting for 70.1% were 30 years and below, implying that they were youths, it should however be noted that none of the respondents was below 18 years of age thus it can be concluded that all respondents were old enough to provide reliable information on the study. In any case, that is the most productive age range, people between 26-30 years are development-oriented.

# 4.2.3 Marital status

Analysing the marital status of the respondents, the findings indicate that majority of the respondents were divorced as represented by 41(27%). This was followed by respondents were Single 36(23.7%), those who were married were 28(18.4%), those were widowed were 28(18.4%) whereas the ones who were separated were 19(12.5%).From this finding it can be noted that majority of the women in the study accounting for 57.9% belong to the category of separation, windowed and divorced, this category is always challenged because of having no partner to share household responsibilities with and is always targeted to be supported by many international organisations.

# 4.2.4 Highest Level of Education

Further analysis indicated that majority of the respondents completed secondary as represented by 95(62.5%). Those with No Education and those who completed advanced level were both 21(13.8%), those completed only Primary Level were 7(4.6%) yet only 8(5.3%) completed Tertiary. This implies that majority of the respondents were fairly educated but this is not enough for them to gain formal education. This has been one of the factors keeping women in poverty. It should also be noted that there was a small number of those who stopped in primary due to the universal primary education provided by the government of Uganda and the high number of secondary level completion can also be as a result of fruits of universal secondary education, but as the level of education goes up to A level and Tertiary education, the numbers continue to diminish, this can be explained by the higher fees involved in at the higher levels of education that are not yet free/subsidized by the government, the numbers could also be as a result of the school dropout rates which is more evidenced in the girls due to early pregnancies. There is thus a need to investigate into this finding to establish the actual phenomena leading to this so as to begin empowerment from early stages of development if there is need.

# 4.3 Interventions towards women empowerment

To establish interventions towards women by international organizations the following questions were presented to respondents and their responses were as summarized in table 4.3 below.

### Table 4. 3 Interventions towards women empowerment

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongly Disagree | Disagree | Not Sure | Agree | Strongly Agree |
| My family has benefited from UN women | 40(27%) | 9(6%) | 25(17%) | 39(27%) | 21(15%) |
| New businesses have been begun by women as a result of entrepreneurship training received from UN Women | 14(10%) | 42(29%) | 35(24%) | 42(29%) | 11(8%) |
| Education and training programmes have provided me with skills on project management | 30(21%) | 20(14%) | 33(23%) | 44(31%) | 17(12%) |
| UN Women provided appropriate tool for interventions on the issue of gender inequalities in accessing agricultural advisory service information | 20(14%) | 31(22%) | 27(19%) | 42(29%) | 24(17%) |
| Un women has supported income generating projects in our community | 26(18%) | 17(12%) | 26(18%) | 34(24%) | 41(28%) |

***Source: Primary Data 2020***

# 4.3.1 My family has benefited from UN women

Respondents were asked whether their families have benefitted from UN women and the results indicated that cumulatively, 49(33%) of the respondents were in disagreement that their families benefitted from UN women activities whereas 60(42%) were in agreement that their families benefitted from UN women activities. With these results the researcher can conclude that majority of the respondents’ families benefitted from UN women activities.

# 4.3.2 New businesses have been begun by women as a result of entrepreneurship training received from UN Women

Regarding whether new businesses have been begun by women as a result of entrepreneurship training received from UN women. The results indicate that cumulatively 41(35%) of the respondents disagreed that, businesses have been started by women as a result of entrepreneurship training received from UN women, and 58(41%%) generally agreed that new businesses had been started by women as a result of entrepreneurship training received from UN Women. This implies that most women were already involved in micro businesses before becoming part of UN Women. However, the agreement rate shows that UN women geared and improved on the performance of women business through entrepreneurship trainings offered.

*“I’ m a lady don’t expect me to stay at home or prostitute myself to make a living it is immoral, but with me singing and dancing I can make money for myself and my baby boy at home, I can pay rent and I can help my mum … life with unemployment is hard truth, but with UN women on our side we have hope….”*

According to Glazer (2015) Entrepreneurs often have to go without management training, development coaching to figure out how to be a leader in business. In fact, most start-ups fail due to lack of training, lack of a solid business model or using poor marketing techniques. All stem from poor leadership. Personal leadership training is extremely valuable. It's vital for learning how to build teams, hire the right people, speak in public and influence the market. It teaches not only how to set a mission, but also how to communicate that vision to others.

# 4.3.3 Education and training programmes have provided women with skills on project management

As to whether education and training programmes have provided women with skills on project management, it was noted that 50(35%) were in disagreement that Education and training programmes have provided women with skills on project management, 33(23%) were not sure, and 63(47%) were in agreement that education and training programmes have provided women with skills on project management. The implication is that women have improved on their income due to skills acquired from the trainings. This means women that can now plan, record, and manage result businesses better.

According to Navjyoti India Foundation (2014), women have always been marginalized and relegated to the status of subjugated class in the Indian society. Especially in rural areas, women have not actively participated in their emancipation due to their lack of economic independence and illiteracy. Women should be organized and strengthened at the grass root level to end their subordination. Navjyoti India Foundation is making an attempt in that direction to make rural women self-sufficient through sewing training centres. The main aim of this program is to enhance the quality of life of women through increased knowledge and skills. Navjyoti also realized that merely imparting literacy would not be sufficient. The women need vocational training or skills also to uplift their status. They should be able to stand on their feet and be an earning member of the family.

Apart from the regular training, awareness sessions and seminars should be conducted for the beneficiaries on various social issues during the project period. Such seminars will enable women to know their rights and empower them to practice those rights at the time of need. Other than this, beneficiaries will be motivated to share the important lessons of such seminars with their family members, relatives, friends etc. so that a greater number of people can be benefitted with such social awareness sessions. The sessions include array of relevant topics. Awareness on pre-marital issues, dowry, micro insurance, role of family counselling centre, child marriage, domestic violence, disaster management, positive and negative thinking, human rights, role of education etc. can be imparted to beneficiaries through these seminars

# 4.3.4 UN Women provide appropriate tool for interventions on the issue of gender inequalities in accessing agricultural advisory service information

Furthermore, regarding whether UN Women provides appropriate tool for interventions on the issue of gender inequalities in accessing agricultural advisory service information. The findings noted that 51(36%) of the total respondents were in disagreement that UN women provides appropriate tool for interventions on the issue of gender inequalities in accessing agricultural advisory service information, 27(19%) were not sure about the issue yet 66(46%) of the respondents were in agreement that UN women provides appropriate tool for interventions on the issue of gender inequalities in accessing agricultural advisory service information. This has had a great impact on agriculture production especially regarding zero grazing methods. Most women are mostly involved in poultry farming and vegetable growing which can be done on smaller pieces of land. Others do subsistence farming to maintain food for the family.

# 4.3.5 UN women has supported income generating projects in Wakiso

Respondents were asked whether UN women has supported income generating projects in their community and the results indicate that 43(30%) of the respondents were in disagreement that UN women has supported income generating projects in their community, 26(18%) were not sure yet 75(52%) of the respondents were in agreement that UN women has supported income generating projects in their community. A respondent noted that,

*“honestly, my life has never been the same ever since I started up this business, I used to lack money to buy clothes for my baby but with this business I can comfortably say that my baby has never lacked most of the essentials.”*

Roberts, (2015) claims that the overall rise in female employment is because more women who were unwilling or unable to work in employee roles decided to become freelancers. One of the biggest reasons for the increasing number of women who are self-employed is that it offers a high degree of flexibility. As women often take on family responsibilities such as childcare and looking after elderly parents, being able to plan their day to suit their needs is a major advantage. These benefits have been increased by the technological advantages that have made remote working into a viable possibility for many more people. The ability to run your professional life without leaving the house cuts down on the amount of travel necessary resulting in substantial savings in not only money, but also time and stress.

# 4.4 Role of international organisations/UN women to women empowerment

In assessing the role of international organisations/UN women towards women empowerment, the following questions were presented to respondents and their responses were as summarized in table 4.4 below.

### Table 4. 4 Role of UN women to women empowerment

The roles of international organisations are tailored on the issues that the exist to address and UN Women exist while providing solutions to the issues below

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Strongly Disagree | Disagree | Not Sure |  | Agree | Strongly Agree |
| Efforts to empower women have been mainly focused on how to improve their lives at a local level | 49(34%) | 7(5%) | 20(14%) |  | 47(33%) | 23(16%) |
| Women don’t have access to relevant information | 14(10%) | 36(25%) | 38(26%) |  | 42(29%) | 14(10%) |
| Women lack opportunities to invest the capital Even though they have the capital at hand | 24(17%) | 20(14%) | 33(23%) |  | 53(37%) | 14(10%) |
| There is insufficient political will and sustained commitment to meeting economic needs and interests of most women | 20(14%) | 25(17%) | 34(24%) |  | 42(29%) | 23(16%) |
| Women have limited control over their earnings as it is meant to substitute for the husbands | 22(15%) | 19(13%) | 35(24%) |  | 44(31%) | 24(17%) |

***Source: Primary Data 2020***

# 4.4.1 UN women has put Efforts to empower women have been mainly focused on how to improve their lives at a local level while ignoring global and national forces

Assessing whether efforts to empower women have been mainly focused on how to improve their lives at a local level while ignoring global and national forces , results indicate that cumulatively, 56(39%) were in disagreement that empowering women was mainly focused on improving their lives other than considering competition and power, 20(14%) were not sure, yet 70(49%) were in agreement that empowering women was mainly focused on improving their lives other than considering competition and power. This implies that most UN women activities were on women income development instead of competition and power consideration.

The study noted that, women's empowerment has become a significant topic of discussion in development and economics. It can also point to approaches regarding other trivialized genders in a particular political or social context. Women's economic empowerment refers to the ability for women to enjoy their rights to control and benefit from resources, assets, income and their own time, as well as the ability to manage risk and improve their economic status and wellbeing (Oxfam, n.d). While often interchangeably used, the more comprehensive concept of gender empowerment refers to people of any gender, stressing the distinction between biological sex and gender as a role. It thereby also refers to other marginalized genders in a particular political or social context. This particular problem is being addressed by UN women as is has created advocacy fro local grass roots up to international level, this thus points out the need for more international organisations to involve in the advocacy women empowerment

# 4.4.2 Women don’t have access to relevant information

Regarding whether Women don’t have access to relevant information, results indicate that cumulatively, 40(35%) were in disagreement that Women don’t have access to relevant information, 38(26%) were not sure, yet 56(39%) were in agreement that Women don’t have access to relevant information. This implies that most UN women activities were on women income development instead of competition and power consideration. It can be concluded that Women don’t have access to relevant information. This can be attributed to limited trainings extended to women. Some even lack formal education which would have enabled them read and write and even access information available on media and internet. A respondent noted that,

*“sometimes I miss out on training programs because I cannot access this information, as you can see my phone cannot since its an ordinary one. I only get to know from colleagues later”*

However, the growing access of the web in the late 20th century has allowed women to empower themselves by using various tools on the Internet. With the introduction of the World Wide Web, women have begun to use social networking sites like Facebook and Twitter for online activism (Sutton, and Pollock, 2000). Through online activism, women are able to empower themselves by organizing campaigns and voicing their opinions for equality rights without feeling oppressed by members of society (Churchyard, 2009). For example, on May 29, 2013, an online campaign started by 100 female advocates forced the leading social networking website, Facebook, to take down various pages that spread hatred about women (McVeigh, 2013).

In recent years, blogging has also become a powerful tool for the educational empowerment of women. According to a study done by the University of California, Los Angeles, medical patients who read and write about their disease are often in a much happier mood and more knowledgeable than those who do not (Stephan, 2013). By reading others' experiences, patients can better educate themselves and apply strategies that their fellow bloggers suggest (Stephan, 2013).

With the easy accessibility and affordability of e-learning (electronic learning), women can now study from the comfort of their homes (Radovic-Markovic, et al, 2012) By empowering themselves educationally through new technologies like e-learning, women are also learning new skills that will come in handy in today's advancing globalized world Women lack opportunities to invest the capital even though they have the capital at hand .

# 4.4.3 There is insufficient political will and sustained commitment to meeting economic needs and interests of most women.

Respondents were further asked whether there is insufficient political will and sustained commitment to meeting economic needs and interests of most women and results indicate that cumulatively, 45(31%) of the respondents were in disagreement that there is insufficient political will and sustained commitment to meeting economic needs and interests of most women, 34(24%) were not sure yet 65(45%) of the respondents were in agreement that there is insufficient political will and sustained commitment to meeting economic needs and interests of most women. This implies that majority of the women lack political will and sustained commitment to meeting economic needs and interests of most women. This implies that fewer women were in political positions limiting their voice in decision making process.

However, The United Nations Fourth World Conference on Women held in Beijing, China – in September 1995, on Action for Equality, Development and Peace recognized the Universal Declaration of Human Rights states that “everyone has the right to take part in the Government of his/her country. The empowerment and autonomy of women and the improvement of women's social, economic and political status is essential for the achievement of both transparent and accountable government and administration and sustainable development in all areas of life. The power relations that prevent women from leading fulfilling lives operate at many levels of society, from the most personal to the highly public.

Achieving the goal of equal participation of women and men in decision-making will provide a balance that more accurately reflects the composition of society and is needed in order to strengthen democracy and promote its proper functioning. Equality in political decision making performs a leverage function without which it is highly unlikely that a real integration of the equality dimension in government policy-making is feasible. In this respect, women's equal participation in political life plays a pivotal role in the general process of the advancement of women. Women's equal participation in decision-making is not only a demand for simple justice or democracy but can also be seen as a necessary condition for women's interests to be taken into account. Without the active participation of women and the incorporation of women's perspective at all levels of decision-making, the goals of equality, development and peace cannot be achieved.”

# **4.4.4 Women have limited control over their earnings as it is meant to substitute for the husbands**

Assessing whether Women have limited control over their earnings as it is meant to substitute for the husbands, results indicate that 41(28%) of the respondents were in disagreement that Women have limited control over their earnings as it is meant to substitute for the husbands, 35(24%) were not sure yet 68(48%) of the respondents were in agreement that Women have limited control over their earnings as it is meant to substitute for the husbands. These results clearly indicate that Women have limited control over their earnings as it is meant to substitute for the husbands. This is because some women are marginalized by their husbands, where by husbands forcefully removed money from women or even borrow and do not return money to the women. A respondent noted that,

*“you see my dear friend, honestly I have to hide the money because the moment my husband sets eyes on it, I know that one is gone. It’s no longer mine.”*

The United Nations Research Institute for Social Development (2010) claims that most women across the globe rely on the informal work sector for an income. If women were empowered to do more and be more, the possibility for economic growth becomes apparent. Empowering women in developing countries is essential to reduce global poverty since women represent most of the world's poor population. Eliminating a significant part of a nation's work force on the sole basis of gender can have detrimental effects on the economy of that nation (UNICEF, 2007). In addition, female participation in counsels, groups, and businesses is seen to increase efficiency (Argawal, 2010). For a general idea on how an empowered woman can impact the economy, a study of Fortune 500 companies found that "those with more women board directors had significantly higher financial returns, including 53 per cent higher returns on equity, 42 per cent higher returns on sales and 67 per cent higher returns on invested capital. This study shows the impact women can have on the overall economic benefits of a company. If implemented on a global scale, the inclusion of women in the formal workforce (like a Fortune 500 company) can increase the economic output of a nation. Therefore, women can also help businesses grow and economies prosper if they have, and if they are able to use, the right knowledge and skills in their employment (World Survey on the Role of Women in Development, 2009).

# **4.5. The relationship between International organisations and women empowerment**

The researcher further assessed the relationship between UN women and women, it learned on the practical interactions from UN women that are linked to women empowerment the results were presented in table 4.5 below

### Table 4.5 UN Women and women empowerment

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongly Disagree | Disagree | Not Sure | Agree | Strongly Agree |
| I receive mentorship from UN Women | 26(18%) | 12(8%) | 37(26%) | 43(30%) | 26(18%) |
| Some women in our community have been employed by Un women | 31(22%) | 20(14%) | 31(22%) | 50(35%) | 12(8%) |
| UN Women provides relevant information about the available empowerment opportunities for women | 18(13%) | 44(31%) | 35(24%) | 35(24%) | 12(8%) |
| UN women has promoted participation in women activities | 18(13%) | 21(15%) | 26(18%) | 55(38%) | 24(17%) |
| UN women has empowered me to participate in social events | 17(12%) | 30(21%) | 46(32%) | 41(28%) | 10(7%) |

***Source: Primary Data 2020***

# **4.5.1 I receive mentorship from UN Women**

Respondents were asked whether they receive mentorship from UN Women and the results indicate that 38(26%) of the respondents were in disagreement that they receive mentorship from UN Women, 37(26%) were not sure yet 69(48%) of the respondents were in agreement that they receive mentorship from UN Women. In conclusion, given the findings above, respondents they receive mentorship from UN Women. Mentorship programs are vital in that they are a building rock to many opportunities that women can take up to better themselves.

# **4.5.2 Some women in our community have been employed by UN women**

Further analysis was done on whether Some women in the respondents’ community have been employed by Un women and findings indicate that 51(36%) of the respondents were in disagreement that Some women in their community have been employed by Un women, 31(22%) were not sure yet 62(43%) of the respondents were in agreement that Some women in their community have been employed by Un women. From the above findings the researcher can conclude that some women in the respondents’ community have been employed by UN women. This implies that when more women are employed by UN women, it will encourage a large number of women to get involved with the interventions of UN women as more awareness can be created.

# **4.5.3 UN Women provides relevant information about the available empowerment opportunities for women**

Analysis was done in regards to whether UN Women provides relevant information about the available empowerment opportunities for women and results indicate that 62(44%) of the respondents were in disagreement that UN Women provides relevant information about the available empowerment opportunities for women, 35(24%) were not sure whereas 47(32%) were in agreement that UN Women provides relevant information about the available empowerment opportunities for women. It can therefore be concluded that UN Women does not provide relevant information about the available empowerment opportunities for women. Information is vital in empowering women, so when they lack relevant information, they miss out on a lot of opportunities that enhance their empowerment. Therefore, UN women should work on a solution to avert this challenge. This can contribute to an informed and effective business engagement, involving other relevant stakeholders were necessary

# **4.5.4 UN women has promoted participation in women activities**

On whether UN women has promoted participation in women activities, results indicate that 39(28%) were in disagreement that UN women has promoted participation in women activities, 26(18%) were not sure about the issue yet 79(55%) of them were in agreement that UN women has promoted participation in women activities. In conclusion UN women has promoted participation in women activities. A respondent noted that;

*“I like to get involved, learn and get to use the knowledge and skills gained. I believe getting involved is one way of getting hands-on.”*

# **4.5.5 UN women has empowered me to participate in social events**

Regarding whether UN women has empowered women to participate in social events, results indicate that 47(33%) were in disagreement that UN women has empowered women to participate in social events, 46(32%) were not sure about the issue yet 51(35%) of them were in agreement that UN women has empowered women to participate in social events. The researcher can therefore conclude that UN women has empowered women to participate in social events.

### Table 4.6: UN Women and women empowerment

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  | **Confidence interval** | |
|  | **COR (95%)** | **P Value** | **AOR** | **P value** | **Lower limit** | **Upper limit** |
|  |  |  |  |  |  |  |
| **Have you been empowered by UN women** |  |  |  |  |  |  |
| Yes | 5.293 (1.713 - 16.348) | 0.004\* | 3.232 | .014 | 2.072 | 7.744 |
| No | 1.000 |  |  |  |  |  |

***Source: Primary Data 2020***

The findings in table 4.6 above show that the variable that was significant at bivariate, remained significant after adjustment for confounders. The findings show that women who had been involved in UN women activities are 3 times more likely to be currently empowered (AOR = 3.232, CI = 2.072 - 7.744).

The above finding confirms that there is work done by UN women which Over many decades, has made significant progress in advancing gender equality, including through landmark agreements such as the [Beijing Declaration and Platform for Action](https://www.unwomen.org/en/digital-library/publications/2015/01/beijing-declaration) and the [Convention on the Elimination of All Forms of Discrimination against Women](http://www.ohchr.org/EN/ProfessionalInterest/Pages/CEDAW.aspx) (CEDAW).Working for the empowerment and rights of women and girls globally, since UN Women’s main roles are:

* To [support inter-governmental bodies](https://www.unwomen.org/en/how-we-work/intergovernmental-support), such as the [Commission on the Status of Women](https://www.unwomen.org/en/csw), in their formulation of policies, global standards and norms.
* To help Member States implement these standards, standing ready to provide suitable [technical and financial support](https://www.unwomen.org/en/how-we-work/flagship-programmes) to those countries that request it, and to forge effective partnerships with civil society.
* To [lead and coordinate the UN system’s work on gender equality](https://www.unwomen.org/en/how-we-work/un-system-coordination), as well as promote accountability, including through regular monitoring of system-wide progress.

### Table 4.7 Multi-variety analysis table

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  | **Confidence interval** | |
| **With UN women** | **W** | **P Value** | **AOR** | **P value** | **Lower limit** | **Upper limit** |
| **Resource ownership has been improved** |  |  |  |  |  |  |
| Yes | .197 (.064 - .603) | 0.004\* | 0.590 | 0.008\* | 0.238 | 0.887 |
| No | 1.000 |  |  |  |  |  |
| **Decision making has been improve with Un women** |  |  |  |  |  |  |
| Yes | .304 (.101 - .916) | 0.034\* | 3.497 | 0.035\* | 1.093 | 11.188 |
| No | 1.000 |  |  |  |  |  |
| **Access to education has been improved** |  |  |  |  |  |  |
| Yes | 3.423 (1.149 - 10.203) | 0.027\* | .437 | 0.174 | .133 | 1.441 |
| No | 1.000 |  |  |  |  |  |
| **Political representation has been improved** |  |  |  |  |  |  |
| Yes | 3.012 (1.012 - 8.963) | 0.047\* | .456 | 0.200 | .137 | 1.517 |
| No |  |  |  |  |  |  |

***Source: Primary Data 2020***

The findings in table 6 above show that four variables remained statistically significant at regression. The analytical findings showed that women who had gotten support from UN women believed to have improved on their knowledge on resource ownership and were less likely to be to be caught un aware of their rights in reference to resource ownership (AOR = 0.590, CI = 0.238 - 0.887). Women who had engaged with UN women were three times more likely to be better in decision-making (AOR = 3.497, CI = 1.093 - 11.188) while those who had accessed their trainings and education were more empowered in terms of education were four times more likely to be empowered (AOR = 4.170, CI = 2.036 - 10.798) and another of those involved with services of UN women were two times more likely to be politically empowered (AOR = 2.712, CI = 1.701 - 4.453).

# CHAPTER FIVE

# SUMMARY, CONCLUSION AND RECOMMENDATIONS

# 5.0 Introduction

In this chapter, the study, summarized, drew conclusions and provided recommendations to relevant areas that needed more attention and further research.

# 5.1 Summary of findings

The study focused on the impact of international organizations on women empowerment in Kasanje Sub county in Wakiso District, and focused on the following objectives: i) to identify interventions towards women empowerment, ii) roles of international organisations in women empowerment, and iii) the relationship between international organisations and women empowerment.

The study involved 152 respondents of which majority (95.6%) were women with only 3.6% male, majority of these respondents (70.1%) were 3o years and below with very few(9.8% aged above 40, Majority (62.5% had completed secondary education but numbers reduced towards tertiary education and majority of the women (62.5%) were windows, separated or divorced

Majority of the women interviewed had a engaged in an income generating activity as a result of UN women, followed by those that had received advisory and advocacy services accounting for 66%,started businesses(53%), education and training(43%) and others had benefitted their families respectively

International organisations empowered women locally and internationally (56%) provided access to relevant information (46%), improved women’s political will (45%), provide opportunities to investments (44%) and enabled women to control their earnings (41)

International organisations/ Un women provide training to women(79%), mentor women and improves their opinions(69%), helps women to access employments(62%), empowers women to participate in social events(51%) and provides them with relevant information

The analytical findings showed that women who had gotten support from UN women believed to have improved on their knowledge on resource ownership and were less likely to be to be caught un aware of their rights in reference to resource ownership (AOR = 0.590, CI = 0.238 - 0.887). Women who had engaged with UN women were three times more likely to be better in decision-making (AOR = 3.497, CI = 1.093 - 11.188) while those who had accessed their trainings and education were more empowered in terms of education were four times more likely to be empowered (AOR = 4.170, CI = 2.036 - 10.798) and another of those involved with services of UN women were two times more likely to be politically empowered (AOR = 2.712, CI = 1.701 - 4.453).

# 5.2 Conclusions

From the findings of the study, the study was designed to assess impact of international organisations on women empowerment, basically the study revealed that international organisations contribute to the empowerment of women in Kasanje sub county in Wakiso district, the study found out that UN women played an important role to assist communities in improving women lives and situations, UN women believes that women empowerment is a key strategy to the development process

The empowerment of women and improvement of their status was noted particularly in education, and income generation, these do enhance women’s decision making abilities, knowledge, skills and self-confidence as highlighted by Vijayanthi (2002)

UN women has identified with the powerless women groups and have themselves become powerful and relevant and improved situation of women In Kasanje sub county, Wakiso district

UN Women was found to help women start income generating activities and to offer advisory and advocacy trainings preceded by women education and trainings.

The findings of the study indicated that the mean score of women empowerment from UN women was moderate implying more efforts are required to attain more or highest empowerment results

The roles of international organisations were found to mainly focus on social, economic, political and education empowerment of women

The study concludes that women who get support from UN women improved on their knowledge on resource ownership and are less likely to be caught un aware of their rights in reference to resource ownership, are three times more likely to be better in decision-making, four times more likely to be empowered and two times more likely to be politically empowered

# 5.3 Recommendations

Basing on the findings of the study, the following are the recommended ways to improving empowerment of women:

* There is need to increase efforts by UN women and to allow other international organisations to come and empower more women with Wakiso and Uganda as a whole for better results.
* There is need for UN women to expand its operation and to expand and empower more women.
* Understand context-specific gender dynamics to ensure that men play a positive role in women engagements as men were not more engaged, Finding the balance in engaging men without allowing them to over-power women focused programming is essential.
* There is need to identify cultural practices through conducting a gender assessment at different levels household, community, and policy

# 5.4 Areas for further research

More evidence is needed on men involvement and their impact on women’s economic empowerment and their entrepreneurial activities both at the policy, community and household level.

There is also a need for better evidence on what combination of interventions is most impactful, Understanding and measuring the impact of women empowerment through income generators and entrepreneurs. Building a strong evidence base for policy makers and government leaders will establish what to do successfully

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# APPENDIX 1: QUESTIONNAIRE

Dear Respondent,

I am Insight Ampe, a Masters student of Nkumba University carrying out research on a study entitled “ASSESSING THE IMPACT OF INTERNATIONAL ORGANIZATIONS ON WOMEN EMPOWERMENT IN UGANDA BASING ON UN WOMEN”

You have been selected to participate in this study that is voluntary and any information provided in this Questionnaire will be used for purposes of this research only and will not be divulged or availed to unauthorized persons, thus any shared information shall be kept under utmost confidentiality. The following questionnaire has been developed to help the researcher gather information necessary to answer the research questions of the study.

Tick the correct answer in the boxes provided against the questions where provided.

**SECTION A:** **DEMOGRAPHICS**

1. Gender: Male [] Female []
2. Age Group: Below 25 [] 26-30 [] 31-35[] 36-40 [] 41 and above []
3. What is your marital status? Married [] Separated [] Widowed [] Single [] Divorced []
4. What is the highest level of education you have attained? No education [ ] Completed secondary [ ] Advanced level [ ] Primary level [] Secondary (Ordinary level) [ ]

**SECTION B:**

1. Interventions towards women empowerment

NB. Mark the following sections using the variables provided.

1: SD- strongly disagree 2: D- Disagree 3: NS- Not sure 4: A- Agree 5: SA – strongly Agree

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Statement** | **1** | **2** | **3** | **4** | **5** |
| **1** | My family has benefited from UN women |  |  |  |  |  |
| **2** | New businesses have been begun by women as a result of entrepreneurship training received from UN Women |  |  |  |  |  |
| **3** | Education and training programmes have provided women with skills on project management |  |  |  |  |  |
| **4** | UN Women provide appropriate tool for interventions on the issue of gender inequalities in accessing agricultural advisory service information |  |  |  |  |  |
| **5** | Un women has supported income generating projects in our community |  |  |  |  |  |

1. **Roles of international organisations based on Challenges affecting women empowerment**

**NB. Mark the following sections using the variables provided.**

1: SD- strongly disagree 2: D- Disagree 3: NS- Not sure 4: A- Agree 5: SA – strongly Agree

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Statement** | **1** | **2** | **3** | **4** | **5** |
| **1** | Efforts to empower women have been mainly focused on how to improve their lives at a local level while ignoring global and national forces |  |  |  |  |  |
| **2** | Women don’t have access to relevant information |  |  |  |  |  |
| **3** | Women lack opportunities to invest the capital Even though they have the capital at hand |  |  |  |  |  |
| **4** | There is insufficient political will and sustained commitment to meeting economic needs and interests of most women |  |  |  |  |  |
| **5** | Women have limited control over their earnings as it is meant to substitute for the husbands |  |  |  |  |  |

1. Relationship between international organisations and women empowerment

**NB. Mark the following sections using the variables provided.**

1: SD- strongly disagree 2: D- Disagree 3: NS- Not sure 4: A- Agree 5: SA – strongly Agree

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Statement** | **1** | **2** | **3** | **4** | **5** |
| **1** | I receive mentorship from UN Women |  |  |  |  |  |
| **2** | Some women in our community have been employed by Un women |  |  |  |  |  |
| **3** | UN Women provides relevant information about the available empowerment opportunities for women |  |  |  |  |  |
| **4** | UN women has promoted participation in women activities |  |  |  |  |  |
| **5** | UN women has empowered me to participate in social events |  |  |  |  |  |

**SECTION C: DEPENDENT VARIABLE EMPOWERMENT**

**NB. Mark the following sections using the variables provided.**

1: SD- strongly disagree 2: D- Disagree 3: NS- Not sure 4: A- Agree 5: SA – strongly Agree

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Statement** | **1** | **2** | **3** | **4** | **5** |
| **1** | My opinion in the family has changed due to training from Un women |  |  |  |  |  |
| **2** | I have can now freely participate in leadership due to training from Un Women |  |  |  |  |  |
| **3** | I can also now make decisions at home |  |  |  |  |  |
| **4** | I can now confidently start up my own business due to training from UN Women |  |  |  |  |  |
| **5** | I can now compete for any job |  |  |  |  |  |

**Have you benefited from UN women?**

**a)Yes** [ ]  **b)No** [ ]

# APPENDIX 1I: INTERVIEW GUIDE FOR KEY INFORMANTS

Dear Respondent,

I am Ampa Insight a Masters student of Nkumba University carrying out research on a study entitled “ASSESSING THE IMPACT OF INTERNATIONAL ORGANIZATIONS ON WOMEN EMPOWERMENT IN UGANDA BASING ON UN WOMEN”

You have been selected to participate in this study and this study is voluntary and any information provided in this Questionnaire will be used for purposes of this research only and will not be divulged or availed to unauthorized persons, thus any shared information shall be kept under utmost confidentiality. The following questionnaire has been developed to help the researcher gather information necessary to answer the research questions of the study.

1. What is your position at UN women?

………………………………………………………………………………………

1. What activities has UN women excelled in as afar as women empowerment is concerned?

………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………

1. To what extend has UN women empowered women economically?

………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………

1. To what extend has UN women empowered women socially?

………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………

1. To what extent has UN women empowered women politically?

………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………

1. What challenges roles do international organisations do in women empowerment?

………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………

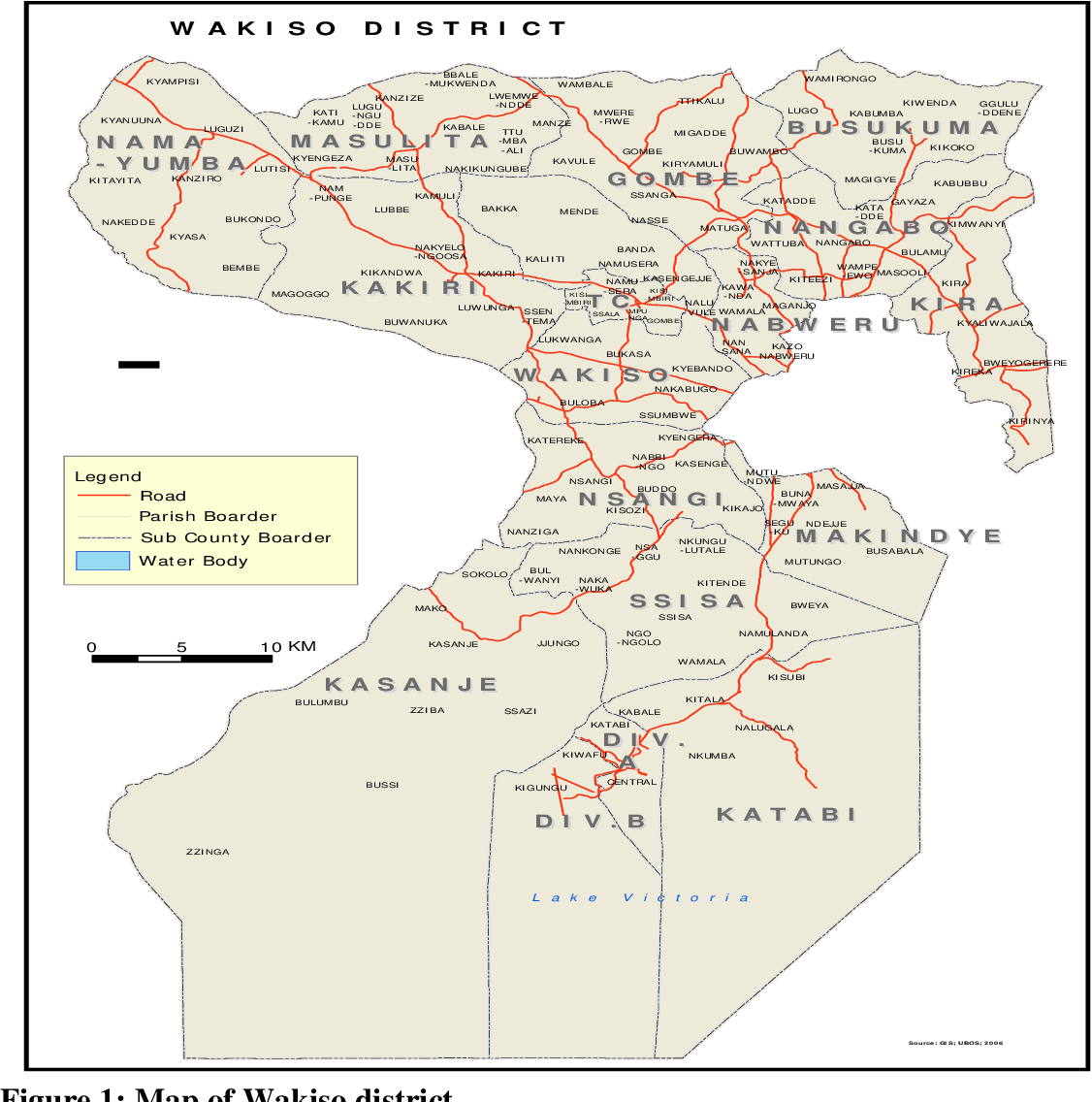
1. What is the relationship between international organisations and women empowerment?

………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………

1. What can be done to improve women empowerment in Uganda?

………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………………

### Figure 1.2 : Map of Wakiso District



### Figure1.3: Map of Uganda

