

**GENDER RELATIONS AND ECONOMIC EMPOWERMENT OF WOMEN IN  
GULU DISTRICT - NORTHERN UGANDA**

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**A DISSERTATION SUBMITTED TO THE GRADUATE SCHOOL IN  
PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE AWARD  
OF A MASTER OF SCIENCE IN ORGANIZATION, PUBLIC POLICY &  
MANAGEMENT OF KYAMBOGO UNIVERSITY**



**OCTOBER, 2016**

## **Declaration**

I **Eton Lela Mondy** , hereby declare that the work herein is original with exception of sources of information which are duly acknowledged and referenced and I declare that it has never been presented to any institution of higher learning.

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Date: .....  .....

## Approval

This is to certify that this dissertation was under our supervision and is now ready for submission for examination.

Submitted with our consent;

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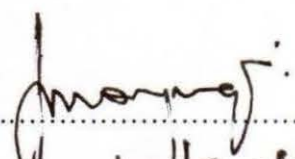
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## **DEDICATION**

This research work is dedicated to my dear husband Samuel Konkofa Koroma, my children, Paul Koroma, Palmer Koroma, Pierre Konkofa Koroma, Martha Koroma, and all the women of Northern Uganda.

## ACKNOWLEDGEMENT

My profound gratitude goes first to my supervisors Dr. Regis Zombeire and Dr. Jacob L. Oyugi for their guidance throughout the whole process. Thank you very much for the kind and professional advice, criticisms and encouragement and provision of support throughout this thesis. I would also like to thank all the lecturers on the programme for their administrative and administrative and technical support throughout my study period.

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## **ABBREVIATIONS, ACRONYMS AND SYMBOLS**

CD:	Community Development Department
CVI :	Content Validity Index
CDO:	Community development Officer
DV:	Dependent variable
IV :	Independent variable
KIIs:	Key informant Interviews
LC 3:	Local council 3
NGOs:	Non government Organizations
SGDs:	Sustainable development Goals
SPSS:	Statistical Package for Social Sciences
A:	Alpha coefficient

## ABSTRACT

This study examined the influence of gender relations on the economic empowerment of women in Gulu district in Uganda. The study specifically explored the gender relations affecting economic empowerment the extent to which the gender policy addresses economic empowerment and the effect of gender relations on economic empowerment of women. The research design was a cross-sectional survey. A total of 106 respondents, including 8 key informants and 98 employees, participated in the study. Primary data was obtained using a questionnaire and a structured interview guide. Data was analysed using descriptive, inferential and qualitative methods.

The findings have revealed that: Gender relations, that encourage women to have free access to economic resources and that do not restrict women from devoting time to their businesses were not being promoted in Gulu communities. The gender relations were not supportive to women being enterprising. Communities in Gulu including leaders still hold to the traditional gender orientations that take women as being biological and universally inferior to men in ways that cannot be changed to enable women to be enterprising. This orientation is influenced by the traditional cultural rules of the generations that have come before them and are restrictive to women being out of the closet and assuming leading economic and social roles. The gender policy has not yet helped to change this picture. The policy has largely remained on paper due to failure by the local governments to fund sensitisation and education to implement the gender policy. Policies have not been able to support community programs that promote gender equality. The local and central government officials have not been active in starting strategies and initiatives to promote good gender relations. This has resulted into women feeling inferior and generally perceiving themselves as a weaker gender. The self defeating attitudes have negatively affected the performance of even the few enterprises owned by women. Developing emancipative orientations in the communities and mass expectations of gender responsive and inclusive practices may increase women's empowerment throughout society:

The study recommends that: The Uganda gender policy be geared to promoting women's rights and tap their enterprising potential. The gender policy should underscore the role of gender equality in sustainable development at the community and family level. Community leaders and local governments should be educated the role of gender equality in promoting women's empowerment. Initiatives to strengthen women's social participation and empowerment especially at family level should be popularized to enable women have control over their lives and exert influence in society.

## **CHAPTER ONE**

### **INTRODUCTION**

#### **Introduction**

This purpose of this study was to explore the effect of gender relations in the economic empowerment of women in northern Uganda in Gulu District. The Uganda government started implementing a new gender policy in 2007. This policy was aimed at addressing gender issues that impeded women's socio-economic development. While several applications of gender equality have been made in other areas of women's lives, empirical studies attempting to examine the contribution of the current gender policy to the economic empowerment of women in Uganda were rather limited.

This chapter focuses on the back ground of the study, the statement of the problem; the purpose of the study; research objectives; research questions; scope of the study; significance of the study .

#### **1.1 Background to the Study**

##### **1.2.1 Historical Perspective**

It is universally recognized that gender inequalities undermine human wellbeing, limit economic growth and efforts aiming to reduce poverty, and in many instances lead to political instability (Caprioli, 2008). In Uganda, women, who make up a significant

proportion of the population, bear the brunt of poverty, continue to be marginalized in social and economic processes, and in most cases, economic empowerment policies and initiatives have not been deliberately, systematically and sustainably targeted towards women. In the case of northern Uganda, the socio-economic situation of women was made more complicated by the civil war between the Lord's Resistance Army (LRA) and the government of Uganda. This war brought new and worsened existing gender inequalities that tilt against women. In the Kitgum, Pader and Gulu districts nearly 60,000 women and girls were abducted by the Lord's Resistance Army (LRA) and made to work as, food producers and porters( ). Forced marriages become the norm and tens of thousands of women were assigned to army officers as their wives and sexual and domestic slaves. Though the war ended in 2006, even the little gender responsive norms were destroyed.

A major post-conflict challenge that faced Northern Uganda concerned the return of women who were abducted by rebels during the conflict. These women remained in the bush for many years and usually had children fathered by the abductors. These women were often discriminated by, relatives and the community and become destitute (Uganda Women's Network, 2012). There are reported cases of women who have killed their children as a result of their trauma and lack of any option for survival. Many of those who were abducted and raped returned with health problems such as fistula, HIV/AIDS, as well as psychological problems (Mugambe, 2007). There were inadequate resources to treat these women. Gender-based violence become widespread after the conflict had settled. Sexual violence and rape of women and girls were rampant and in most cases was met with impunity (Gender report, 2013).

In 2006, after the long conflict came to an end, Initiatives and programs for greater socio-economic progress in the region were started. The restoration of peace provided opportunities to revive the development and poverty reduction agenda. Northern Uganda had to align its development strategy and priorities with the sustainable Development Goals (SDGs). Initiatives for poverty reduction and economic empowerment have been implemented by the government and NGOs. However, difficulties in reaching the targets for, women's economic empowerment still exists.

### **1.2.2 Theoretical Perspective**

This study was based on the Cultural Modernity Theory by Welzel, Inglehart and Klingemann (2003). This theory shows that a panacea to reducing negative gender relations in the community is to promote emancipative cultural practices. The theory promotes values that emphasize human choice and autonomy, including the choices and autonomy of women (Welzel, Inglehart & Klingemann, 2003). Emancipative orientations in the community, develops concern for inclusive practices. Hence, rising emancipative values leads to increases in women's empowerment throughout society (Rottach, et.al, 2009). The theory highlights changes in societies at the grassroots that are particularly conducive to women's empowerment and value greater equality between genders. According to Carloni (2012) the cultural modernity holds real, positive consequences for women in countries that have heavily entrenched traditional views of gender relations. Positive gender relations and empowered women can be catalysts for multiplying development efforts.

### **1.2.3 Conceptual Back ground**

The key concepts of the study were gender relations (IV) and economic empowerment of women (DV). Talcott(1955) defines gender relations as relations of role and power between women and men that affect gender equality . On the other hand Susan (1992) views gender relations as the way men and women interact and view each other. Hence Candace and Zimmerman (1987) say that gender relations are specific mechanisms whereby different cultures determine the functions and responsibilities of each sex.

Economic empowerment is the capacity of women and men to participate in, contribute to and benefit from growth processes in ways which recognise the value of their contributions, respect their dignity and make it possible to negotiate a fairer distribution of the benefits of growth (Eyben *et al.*, 2008). Boyd (2009) adds that economic empowerment for women involves increasing their access to economic resources and opportunities including jobs, financial services, property and other productive assets, skills development and market information. Women's economic participation and empowerment also involves strengthening their rights and enabling them to have control over their lives and exert influence in society (Carloni, 2012).

### **1.2.4 Contextual Perspective**

In terms of development, the North where Gulu is situated is laying far behind the South, especially in economic opportunities (Uganda Bureau of Statistics, 2014). The life of women in the north is much heavier than for men (Ministry of Foreign Affairs, 2004). Women in this area have longer labour hours, more economic responsibilities

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and more health risks. In Gulu district, female-headed households constitute 40% of the chronically poor (Mugambe, 2007).

In Gulu, Women bear the heavy burden of domestic responsibilities. The majority is “time poor” and less able than their male counterparts to take the steps needed to formalize their small and medium enterprises (SMEs) or to take advantage of market opportunities (Boyd, 2009). As it is in other parts of Uganda, women in Gulu face invisible barriers to economic empowerment in form of bribery, discriminatory legislative and banking requirements (Musa & Idembe, 2011). A 2012 World Bank study found that 43% of female business owners in northern Uganda, complained of “government interference,” compared with 25% of males. Women’s low level of property ownership (7% country-wide and 23% in northern Uganda) also impacts on their ability to apply for much needed credit to grow their businesses, since they lack the requisite collateral. So, although women own 40% of businesses with registered premises, they represent less than 9% of commercial loan uptake (World Bank, 2012). Cultural norms around the sexual distribution of labor also create problems for women and worsen their economic disadvantage. Traditional notions about the kinds of work that are acceptable for women restrict livelihoods options and contribute to financial dependence.

The Ugandan government has amended several discriminatory laws and provisions of late. It has shown its commitment to gender equality and social inclusion by establishing the Uganda Gender Policy 2007. The Uganda Gender Policy (UGP) offers a framework and much needed impetus for addressing gender concerns in the

development process. The National Gender Policy is aligned with relevant international and national instruments and supports different approaches to ensure women empowerment, gender equality policy initiatives which would help balance power relations between men and women (Uganda government, 2007). The government of Uganda in its National Development Plan (2010/11 – 2014/15), urges development partners to take concrete steps to combat gender inequality since it limits economic growth, exacerbates poverty and compromises human dignity. This has led to improvements in a number of areas. For example, the number of female members of parliament rose from 18% to 35% between 1995 and 2011; the maternal mortality rate decreased from 505 to 435 per 100,000 between 2002 and 2006; and female enrollment in primary school increased to 46% following the introduction of the government-sponsored Universal Primary Education (UPE) Program.

Despite these gains, the statistics point to persistent economic disparities between the sexes especially in northern Uganda. In the 2012 Gender Inequality Index (GII), Uganda ranked 116th out of 146 countries. It lagged behind other developing nations in the areas of health, education and livelihoods for women and girls. The Uganda Demographic and Health Survey (2011) shows that; secondary school dropout rates are 25% higher for girls than for boys, that women's literacy rates are 20% lower than men's, that 60% of women are concentrated in low-end crop production versus 49% of men and (Uganda Bureau of Statistics, 2014). Women, especially in northern continue to be among Uganda's most vulnerable groups, as access to resources and power remains highly skewed towards men.

Despite Uganda's policy thrusts and well meaning objectives, women continue to lag behind in almost all developmental endeavors in Gulu district. Socio-cultural norms and attitudes toward gender equality are still a barrier in achieving equitable access to benefits and opportunities of this development among women in this area (Boyd, 2009). Though gender equality is a goal in its own right and though it's also a key factor for sustainable economic growth, social development and environmental sustainability, northern Uganda still has a long way to go (Musa, & dembe 2011). In rural areas of Gulu district, girls often start schooling at an already advanced age, in part due to risks associated with walking long distances to school. Girls also have higher drop-out rates, in part due to early marriage and pregnancy. Maternal mortality in Gulu remains very high. In 2011, 16 women died every day of preventable death in childbirth. Clandestine abortions were a major cause. The level of access to family planning services and contraception remains very low.

Child pregnancies are a common as is child marriage, putting an end to education prospects and putting the girls' health at risk. "Widow Inheritance" is also prevalent. Those who resist tend to be forced out of their homes and to leave their children. There are also numerous reports of husbands harassing and physically assaulting their wives especially during harvest time, when men claim the proceeds acquired by the work of their wives (Gender report, 2013).

Caprioli (2008), argues that no country can thrive when women's rights and their potential is untapped. Gender equality is central to sustainable development where every member of society is treated with respect and dignity, affording them equal

opportunity to realize their full potential. Carloni (2012), also adds that gender equality and women's empowerment are both central to achieving sustainable development by means of combating poverty, hunger and disease, with a clear link to the reproductive and sexual health of women, who cannot contribute to sustainable development, unless their right to health is met. This unequal access to resources and opportunities leaves women at a disadvantage vis-à-vis men and means that they are more likely to be poor, to have poor health and to be victims of violence. By providing the same opportunities to women and men, including in decision-making in all kinds of activities, a sustainable path of development can be achieved to ensure that women's and men's interests are both taken into account in the allocation of resources. The National Gender Policy (NGP) 2007 is one instrument that can be used in Uganda if it is effectively operationalized, as a veritable instrument for promoting gender equality and sustainable development.

The above back ground has indicated that women and girls in Gulu are still experiencing financial instability as a result of poor gender relations, despite government and NGO efforts to increase gender equality. The machoist cultural attitudes of men and misguided women emancipation drives are causing serious economic challenges among women in the area. There is need to identify the prevailing gender relations gaps where women continue. In this process it is important to consult women themselves to better understand their needs and concerns. There is need for evidence based analysis, on which targeted policies and improvements in gender mainstreaming can be based. A study was needed to explore the extent to which the current gender policies support women's economic empowerment so as to provide

opportunity to review their usefulness as effective tools for gender-responsive economic transformation and equitable poverty reduction in northern Uganda.

### **1.1 Statement of the Problem**

Promoting economic opportunities for women is a critical undertaking to creating a sustainable and inclusive economic system, and enhancing sustainable development. Carloni (2012) argues that an inclusive and sustainable economy provides opportunities for women to adopt roles as producers, managers, promoters and sellers of sustainable technologies and businesses. Despite government and NGO efforts to promote an inclusive economic system through gender equality programs in Gulu district, gender disparities in income continue to increase (Uganda Women's Network, 2012). Women continue to have insecure employment, lower skills levels and lower wages (Uganda Bureau of Statistics, 2014). In Gulu, women and girls still have little influence on their socio-economic lives and the development of society. Efforts made over the years by central and local government in cooperation with international development cooperation agencies, such as FOWODE have not been able to reduce Poor gender relations (Musa & Idembe, 2011). This scenario continues to be a road block to women's participation in income generating activities in this area. A critical challenge in all these programs seems to be establishment of mechanisms to ensure that women and girls have equitable access to the economic resources and opportunities of development interventions.

While gender equality policies and programs have been tried, little success has been registered in providing women, economic control and power over their lives. The available body of research had been largely on how reducing gender inequality leads to development for women in general, but did not show the role of gender relations in this endeavor. There was need for empirical evidence on why this has been so difficult to achieve.

### **1.3 Purpose**

The study examined the influence of gender relations on the economic empowerment of women in Gulu district and suggested strategies for making the current gender policy more supportive to promoting women's financial independence.

### **1.2 Objectives**

- a) To establish gender relations affecting economic empowerment of women in Gulu district.
- b) To explore the extent to which gender relations initiatives address women's economic empowerment in Gulu district.
- c) To determine the effect of gender relations on women's economic empowerment in Gulu district.

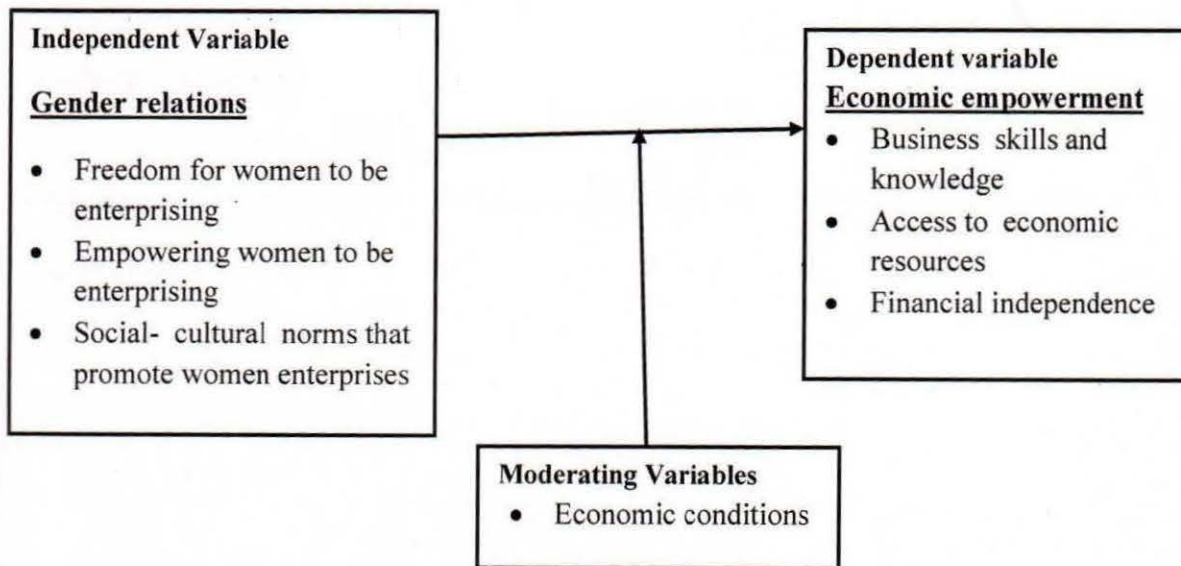
## 1.5 Research questions

The study sought to answer the following research questions;

- a) What gender relations are affecting economic empowerment of women in Gulu district?
- b) How do gender relations initiatives address women's economic empowerment in Gulu district?
- c) What is the effect of gender relations on women's economic empowerment in Gulu district?

## 1.6 Conceptual Framework

Figure 1 below gives a graphical conceptual representation of the variables of study and how they related to one another. The independent variable was gender relations while the dependent variable was economic independence. The moderating variable was the economic environment in which respondents lived.



**Figure 1: The Conceptual Frame Work: Adapted from: Welzel, C., Inglehart, R. & Klingemann, H.D(2003) and Carloni (2012), and modified by the researcher.**

According to the diagram above, Freedom for women to be enterprising, empowering women to be enterprising and Social- cultural norms that promote women enterprises have been singled out as gender relations practices that could be used to account for women's economic empowerment. Welzel et.al (2003) argue that women's empowerment, strongly relates to cultural modernity that expands the scope of social and economic and human choice. This modernity is shown by practices, policies and initiatives that promote women's access to economic resources such as men's support and cultural norms that support women enterprises. According to Carloni (2012), this enables women to acquire, enterprising skills and knowledge, access economic resources, have, time to devote to personal business and subsequently acquire financial independence. The results of these endeavors will depend on the economic conditions of the communities where women live.

### **1.6 Scope of the Study**

The scope of the study was presented under the geographical, time and subject/content scope as indicated below:

### **1.6.1 Geographical scope**

The study was done in Gulu of northern Uganda. The district was selected because it was experiencing unprecedented challenges in gender policies for sustainable development. This reinforced the expectation that the data collected would be more plausible.

### **1.6.2 Time scope**

The study explored the effect of the gender policy on the economic empowerment of women, from 2012 to 2015 a period when a number of government and non government programs had concentrated in the area to promote the economic independence of the communities after the 8LRA war.

### **1.6.3 Subject scope**

The study explored whether and how the Uganda gender policy of 2007 affects economic empowerment of Women in Gulu district located in Northern Uganda. The focus was placed on whether the gender policy promoted inclusion of women in economic activities. Specific attention was placed on the extent to which the gender policy controls culture and tradition inequalities against women being in enterprising activities.

### **1.7 Significance of the study**

The findings will inform efforts to streamline the functioning of gender mainstreaming, information that will be useful to development/gender policy makers, practitioners.

### **1.6.1 Geographical scope**

The study was done in Gulu of northern Uganda. The district was selected because it was experiencing unprecedented challenges in gender policies for sustainable development. This reinforced the expectation that the data collected would be more plausible.

### **1.6.2 Time scope**

The study explored the effect of the gender policy on the economic empowerment of women, from 2012 to 2015 a period when a number of government and non government programs had concentrated in the area to promote the economic independence of the communities after the 8LRA war.

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### **1.7 Significance of the study**

The findings will inform efforts to streamline the functioning of gender mainstreaming, information that will be useful to development/gender policy makers, practitioners.

Most importantly, the study will provide empirical data that may be used to enhance the effectiveness of gender mainstreaming in development planning. This may subsequently result into increased social-economic participation of both women in their life development.

The findings will evaluate the performance and success of the Uganda gender policy, especially in rural settings. This information may be used by the ministry of gender to review the policy so that it is more relevant to the needs of women.

The findings may inspire policy makers and practitioners in the fields of women emancipation gender studies and sustainable development strengthen support to gender-responsive policy planning and implementation. It provides evidence and recommendations for integrating gender equality in discussions on sustainable development framework. The academic world may benefit from the literature from the literature generated from and would have an opportunity to research on identified gaps.

### **1.8 Definitions of terms**

**Gender:** refers to socially constructed roles and responsibilities of women/girls and men/boys in a cultural setting or location. These roles change over time and vary by culture. They may result into unequal power relations and gender-based barriers in patriarchal societies.

**Gender equality:** It refers to men and women enjoying the same status and having equal opportunities to realize their potential to contribute to economic, political, cultural and social development.

**Gender mainstreaming:** A strategy that integrates a gender perspective into all areas of policy, activity and all stages of decision making, planning and implementation of activities.

**Culture:** A system of behaviours and beliefs, norms and values developed and maintained in a given society.

**Gender Relations:** These are specific mechanisms whereby different cultures determine the functions and responsibilities of each sex (Candace and Zimmerman, 1987).

**Gender stereotypes:** These are popularly held ideas about men and women. They normally downplay women and reduce their access to development opportunities.

**Gender perceptions:** it is a way of thinking or people's understanding about gender mainstreaming. Negative perceptions about women abound and increase their economic disadvantages.

**Patriarchy system:** A system where kinship units, the lines of descent, inheritance and authority pass through the male line, with the male line being regarded as the most important of the kin unit.

**Social Exclusion:** Describes the experience of groups that are systematically and historically disadvantaged because of discrimination based on gender, ethnicity, or religion. Exclusion occurs in public (formal) institutions such as the legal or education system, as well as social (informal) institutions such as communities and households.

**Social Inclusion:** The removal of institutional barriers and the enhancement of incentives to increase access by diverse individuals and groups to development opportunities. This requires changes in policies, rules, and social practices and shifts in people's perspectives and behavior toward excluded groups.

**Economic empowerment:** The capacity of women and men to participate in, contribute to and benefit from growth processes in ways which recognize the value of their contributions, respect their dignity and make it possible to negotiate a fairer distribution of the benefits of growth (Eyben *et al.*, 2008).

## CHAPTER TWO

### LITERATURE REVIEW

#### 2.1 Introduction

This chapter reviews literature related to the research problem. It first reviews the theory on which this study was based and the key concepts of the study. It then, shows how this research relates to the existing body of knowledge, and identifies the gaps existing in the current body of knowledge.

#### 2.2 Theoretical review

Several theories exist to explain, describe, understand and predict the relationship among gender relations and women economic empowerment. However, in this study, *The Human Development theory of cultural modernity* that directly relates to women's economic empowerment was used. The theory is thus explained below.

##### **Cultural Modernity Theory**

This theory is based on the human development perspective. This theory by Welzel, Inglehart and Klingemann (2003) emphasizes the conversion of economic development into a cultural process of human development that gives rise to an emancipative worldview. The theory promotes values that emphasize human choice and autonomy, including the choices and autonomy of women (Welzel, 2003; Welzel, Inglehart & Klingemann 2003). This rise in emancipative orientations develops mass expectations targeted at making elites responsive and inclusive. In this way, rising emancipative

values lead to increases in women's empowerment throughout society (Inglehart & Norris 2003; Inglehart & Welzel 2005). At its core, the theory links social modernization to emancipative values through changes in existential constraints. The theory highlights changes in modern societies particularly conducive to women's empowerment and therefore establishes a link between cultural modernity and publics that value greater equality between genders. Carloni (2012) finds that cultural modernity holds real, positive consequences for women. Inglehart & Welzel (2005) clarify that it is not so much gender-egalitarian attitudes in particular but the broad emancipative implications of self-expression values in general that positively predict gender empowerment.

In summary, women's empowerment is higher in communities that have strong emancipative values. In these communities, measures of economic development strongly relate to the measures of women's empowerment. Cultural modernity will strongly associate with women's economic empowerment. Expanding the scope of social inclusion and human choice, will more strongly explain women's empowerment.

## **2.3 Conceptual Review**

This section examines gender relations and economic empowerment in light of Uganda's situation.

### **2.3.1 Gender Relations**

Gender relations are relations of role and power between women and men that affect gender equality (Talcott, 1955). Susan (1992) views gender relations as the way men

and women interact and view each other. Gender relations are specific mechanisms whereby different cultures determine the functions and responsibilities of each sex. Awake (1992) indicates that unfavorable gender relations are on the increase in the world today. Many cultures across the world have biases, and prejudices as to the role of women in society, especially in income generation. Women and girls are denied opportunity to participate in decisions affecting the family, carry out income generation projects or even access financial support.

FAO (1995, p.56) indicates that to a greater degree, “most cultures today have subverted the woman’s role in economic development”. For example, in Nigeria, Yoruba women must pretend to be ignorant and acquiescent in the presence of their husbands, and this has affected their ability to make decisions that could promote their economic empowerment.” This has disadvantaged women, prevented gender equality which has reduced their opportunities to participate in income generation projects.

Poor gender relations in Uganda are significant contributors to the current women’s poor economic situation. The Uganda Women’s Network (2012, p.24) indicates that “Negative Social cultural beliefs are mainly to blame for this situation”. In most cultures in Uganda, men are taken to be more powerful and superior to women. This gives men liberty to be authoritarian and to limit their wives opportunities in being joint decision-makers and enterprising. Women also face unequal social status and power relations. For example, Women have less access to and control over assets and resources than men and less right to participate in decision making (Mugambe, 2007). Wyrod (2008) indicates that a number of societal norms in Uganda are also biased

against women and subsequently reduce their ability to participate in income generating activities. For example, women have a much heavier burden in terms of their responsibilities for care giving, economically productive activities and community life than men. The Uganda's gender policy (2007) indicates that commonly held beliefs and norms and traditional values often directly affect the wellbeing of women.

The Uganda gender policy (2007) cites gender-specific beliefs and customs that have given rise to *gender-intensified vulnerabilities* mainly affecting women. Gender report (2013) indicates that specific gendered inequalities also affect opportunities for women to access economic resources. Gender relations reduce women's decision-making, bargaining, asset access, resulting from the perception of women as subservient to men. These perceptions are recreated at the community and public life levels (Musa and idembe, 2011).

### **2.3.2 Economic Empowerment of Women**

It is widely believed that women's economic empowerment is a magic potion that boosts both gender equality and the wealth and well-being of nations. The economic empowerment of women is said to be a prerequisite for sustainable development, pro-poor growth and the achievement of all the Sustainable development Goals (SDGs). Boyd(2009), argues that Gender equality and empowered women are catalysts for multiplying development efforts. Investments in gender equality yield the highest returns of all development investments (OECD, 2010). Increasing the role of women in the economy is part of the solution to the financial and economic crises and critical for economic resilience and growth (Boserup, 2009). Women's economic empowerment is

linked to less corruption and armed conflict and, over the long run, less violence against females.

Economic empowerment is the capacity of women and men to participate in, contribute to and benefit from growth processes in ways which recognise the value of their contributions, respect their dignity and make it possible to negotiate a fairer distribution of the benefits of growth (Eyben *et al.*, 2008). Boyd (2009) indicates that true economic empowerment for women involves increasing their access to economic resources and opportunities including jobs, financial services, property and other productive assets, skills development and market information. Women's economic participation and empowerment also involves strengthening their rights and enabling women to have control over their lives and exert influence in society (Carloni, 2012).

However in Uganda, women's participation in economic activities still has a lot of road blocks . According to Mũgambe (2010), women in Uganda are marginalized in business ownership, skills development and access to financial resources. Boyd (2009) also indicates that women have very limited access to nonagricultural employment, and inheritance rights. Women in northern Uganda comprise a significant share of the work force in agriculture but have unequal access to and control over productive resources, such as land. This has subsequently limited their ability to move beyond subsistence agriculture. Boyd (2009) also adds that women own only 16% of registered land in Uganda, yet they are responsible for 70-80% of agriculture production. Cultural norms also still hold that regular working hours are incompatible with marriage and child-care. So, women get very little time to devote to their business. Men also give very

little support to women in their businesses. Men feel challenged and undermined when women are more successful economically as result men work to fail their spouses in business (The Uganda Women's Network, 2010).

In view of the above challenges, Boserup (2009) advises that effective empowerment should support women's education and skills accumulation. This is because these two are central factors in determining the impact of their participation in income generation on their financial independence. Carloni (2012) also argues that Policies that Invest in adult education for women are crucial. Women also need support in getting time to invest in their businesses. Men and cultural traditions should taking into consideration women's child-care and other household responsibilities (Musa and Idembe, 2011).

#### **2.4 Gender Relations That Affect Women's Economic Empowerment**

Studies indicate that unfavorable gender relations that tilt against women in Uganda have persisted and in some areas, are on the increase. While women struggle to be economically independent, in most parts of Uganda this is still difficult due to the fact that, women in business are undermined, abused and mistreated (UNDP, 2009). Mugambe (2010) indicates that most of the women in income generation activities in Uganda are judged by their gender rather than by their experience, ability, and intelligence. The Uganda Women's Network (2010) indicates that one of the biggest gender issues affecting women's participation in income generation activities in northern Uganda is poor gender relations. In this area, men expect their women to be docile and subservient. So men end up making business decisions that are unfair and against women. It's common for men to drink away their money while women are

trying to feed and clothe their kids with whatever little money they could earn alone (Uganda Women's Network, 2012). This region of Uganda is among the most patriarchal. Men are generally dominant, and women are seen as subordinate, their roles are almost solely to be wives and mothers.

According to Chant (2008), society expectations and responsibilities of being a mother/wife, tie women behind the doors rather than advancing in entrepreneurship positions. In Gulu women who have businesses frequently have to take time out of their enterprises for childbearing, rearing and giving all the care to their husbands rather than building their enterprises (Mugambe ,2010) . Men also provide very little support in terms of doing part of the home chores give women time to take care of their businesses(Uganda Women's Network, 2012). Susan (1992, p. 89) says that "good gender relations between men and women, are based on mutual respect and enable women to succeed in their endeavors". In this case men should act as supportive partners and feel responsible for the success of their wives (Uganda Women's Network, 2012). Men should show more concern and sensitivity to the efforts and needs of women, because they appreciate their efforts.

## **2.5 Gender relations initiatives that address women's economic empowerment**

Musa and Idembe (2011) argue that a key to addressing women's economic empowerment is to bring about inclusive economic development, advance social –cultural equity and support women in taking advantage of available economic opportunities. This implies that any policies and initiatives that promote women economic empowerment should be able to confront discrimination against women, and subsequently increase economic

opportunities for women (Chant, 2008). Boserup (2009) adds that women's economic empowerment initiatives should reduce negative gender relations, promote women emancipation and reduce violence and discrimination against females.

However, studies indicate that in Uganda, policies and initiatives to increase the capacity of women to participate in, contribute to and benefit from economic development processes are not very active (Eyben *et al.*, 2008). There are very limited programs that truly promote availability of resources to help a woman prosper, such as skills training and loans. The institutions that determine how resources reach women, such as legal and financial bodies have not yet bought the idea of women economic empowerment. Carloni (2012) argues that women not only need access to productive resources, they need to be able to use those resources efficiently. This requires well-focused training tailored to women's needs, education, access to markets and market information, and production support services such as extension. Eyben *et al* (2008) adds that rural financial services should be part of a package that includes capacity building, and must be based on an understanding of women's needs and demands.

Uganda Women's Network, 2012) says that for Ugandan women living in impoverished conditions to arrive at a point where they are armed with the ability to make own financial decisions and succeed economically, requires inclusive business and market systems. This is achieved through government support for women's education and skills accumulation. This is because education and business skills are central factors in determining the impact of their women's participation in income generation and achieving financial independence (Carloni, 2012). Investing in adult

education for women can enable women acquire the needed business knowledge and skills. Investments in literacy and adult learning for female farmers may yield tangible benefits for their productivity.

Current initiatives to promote women's economic independence in northern Uganda should also take into consideration women's child-care and other household responsibilities: As the child dependency ratio is a large contributor to the gender gap, policies that enable women to devote a greater proportion of their time to managing their farms, such as community-based childcare, could further boost their agricultural productivity (Kwesig,2009). Carloni (2012) adds that Women also need support to overcome their labor disadvantages: Facilitating women's access to and use of hired labor, as well as labor-saving approaches could narrow the male/female farming gap throughout the country.

Uganda Women's Network (2012) advises that there is need to expand women's use of improved inputs, given the fact that most women in northern Uganda are working in agriculture related business: Women's lower levels of use of pesticide, organic fertilizer and improved seeds limit their productivity relative to men's. Policy-makers should consider improving all farmers' access to these inputs, with a focus on helping women overcome the specific barriers that currently limit their use of inputs (Uganda's gender policy, 2007).

Studies done in other parts of the world found that women's control of their business and decision making lessens as business become more profitable. This factor is

important to recognise in the design of projects, as a potential unintended consequence of improving the profitability of women's enterprises (Eyben *et al*, 2008). In Syrian, rural women had little access to resources and credit, and no role in marketing. This had implications for control of the income generated. Women tended to have little decision-making power within the household on the disposal of family income (Chant, 2008).

Micro and small enterprise development programs need to tailor their support to the different needs and risk-taking behaviours of the various categories of women entrepreneurs, and to the different constraints they face (Carloni, 2012). Attention should be given to the different opportunities and constraints faced by women and men, to the reasons why they are vulnerable and how they build coping strategies IFAD's 2001 Rural Poverty Report shows that women have more constraints to market access. The constraints are structural, related to information and organisation, and physical – that is distance and transportation (Eyben *et al*, 2008). In almost all cases where such physical constraints exist, they have a greater negative effect on women than on men. Men often step in as intermediaries, taking women's produce to market for them, and in these cases the research finds that women do not usually get all the proceeds (Carloni (2012).

## **2.6 The Effect of Gender Relations on Women's Economic Empowerment**

Women also have limited control and ownership of land due to discriminatory practices of traditional land inheritance that favour males over females. Even where women are capable of buying land in their own right, they prefer to have it registered under a male relative usually spouses and sons. Women's limited control and ownership of land has

had far reaching implications on their economic independence; Their agricultural production is limited, the benefits they draw from agricultural production such as access and control over incomes and food security and access to loans/credit are also limited ( Chant, 2007). The limited access to formal credits forces women to micro finance institutions, which are expensive with interest rates ranging between 40-50%. Cultural norms also still hold that regular working hours are incompatible with marriage and child-care. A women's role is portrayed as bearing and rearing children. Musa and dembe (2011) in their study about role conflict and women's performance observed that women in northern Uganda face deeply embedded social and cultural constraints in performing their roles and responsibilities. Women are groomed to become responsible housewives whereas boys are treated to become responsible men. Such beliefs according to Kwesiga (2009) put the women's place in the private sphere where she has to fulfill her roles. Men on the other hand are encouraged by society to assume positions of responsibility and hence rise in their careers.

## **2.7 Literature summary and Gaps**

Literature review shows that gender relations have a significant effect on the economic empowerment of women. In order to support economic empowerment of women; gender relations should encourage women to have free access to economic resources and should not be restricted from devoting time to their businesses. The gender policies should not allow traditional cultural to restrict women from assuming leading economic and social roles.

The extent to which the gender policy of Uganda had promoted gender relations that were supportive to women being enterprising in Gulu district was not clear. The orientations of communities in Gulu including leaders on women being allowed to be enterprising had not been ascertained. Whether gender Policies made and implemented by local leaders promoted gender equality need to be ascertained. A study was need to establish the existence of emancipative orientations in the communities and mass expectations of gender responsive and inclusive practices that enhance increase women's economic empowerment.

## **CHAPTER THREE**

### **METHODOLOGY**

#### **3.1 Introduction**

This chapter focuses on the techniques that were used to collect and analyse data. It describes the study design, sampling design, and instruments and procedures that were used in collecting and analysing data.

#### **3.2 Research Design**

The study was a cross-sectional survey. According to Saunders, Lewis and Thornhill (2009) in a cross-sectional survey data is collected from a variety of categories of respondents at one point in time with the aim of quantifying certain factual information so as to establish a relationship between variables. This was the aim of this study. Quantitative approaches were used to measure and analyse causal relationships that are consistent across time and context. The study used a survey research strategy because of the need to have factual quantitative information from a representative sample of a study population (Zikmund, 2010). In this study, objective measurement and quantitative analysis of gender relations and economic empowerment was made. Beyond the quantitative paradigm, the qualitative paradigm was also used to obtain comprehensive information (Trochim, 2006) and interpret understanding of the variables basing on the experiences and perspectives of the respondents. The qualitative paradigm complemented the quantitative paradigm for purposes of elaboration, enhancement and clarification of the findings (Ary *et al*, 2002).

### **3.3. Study Population**

The target population for this study included district officials, women leaders at the sub county level and members of women groups. On the quantitative aspect, the study obtained responses representative of leaders of women groups and members. Women were selected from organized women groups located in Kanyagoga , Koro, Bobi, Bardege, Layibi, Pece ,Laroo , Palaro, Oroko, Cwero and Omel divisions. The district records at the CD department indicated that these women groups have about 167 members including their leaders. On the qualitative aspect, the study obtained rich contextualised understanding of the study constructs through collection of intensive views from particular selected respondents from district officials in charge of policy implementation and LC3 women leaders at Aswa and Omolo sub counties. This was a population of 14 officials.

### **3.4. Sample Size and Selection**

The Krejcie and Morgan (1970) guide was used to determine the random sample while the non-random sample was determined using the saturation point. The selection procedure is summarised in the tables below.

**Table 3.1: Population, sample and sampling strategies**

Category	Population	Target Sample	Actual Sample	Sampling strategy
<b>Random sample</b>				
Leaders and women groups members	167*	113	98	Stratified random
<b>Non-Random sample</b>				
District officials	10**	10	6	Purposive
LC3 women leaders	4**	4	2	Purposive
<b>Total</b>		<b>127</b>	<b>106</b>	

\*District records at the CD department (2014)

\*\* Gulu district employee profiles (2012).

The table 3.1 above shows that the target random sample was 113 respondents, but the actual sample was 98 respondents. This was because 15 questionnaires were not well completed and so were not included in the data analysis. The final sample size for the non random samples of district officials and LC3 women leaders was determined during data collection using saturation and it was 8 respondents. In case of the non-random sample, the researcher collected data from available respondents until no new information was being received. Therefore, the total actual sample was 106 respondents.

### **3.5. Sampling Techniques and Procedure**

Both random and non-random sampling techniques were used to select a representative sample. Random sampling strategies gave every individual in the population a chance to be part of the sample. This reduced bias and increased the representativeness of the sample. On the other hand, Amin (2005), say that non- random sampling strategies enable the researcher to select respondents who have the information. Stratified random sampling was used to select leaders of women groups and members. This method was used in order to give more respondents in the population a chance of being part of the sample. This technique also increases representatives that enable collection of a cross section of data. Purposive sampling was used to select district officials and LC3 women leaders. The LC3 women leaders were selected from Aswa and Omoro sub counties. This sampling method was used for this sub sample in order to collect in-depth responses from respondents who were well informed about the research problem.

### **3.6 Data Collection Methods**

Data was collected from primary sources. Survey methods were used. A structured questionnaire and Key informant interviews were used to collect data.

#### **3.6.1 Survey Questionnaire**

A structured questionnaire was used to collect quantitative data. As advised by Bush and Ortinau (2000), the questionnaire had items derived from the study objectives and Likert scale responses. The respondents ticked the response that best describes gender relations issues, and economic empowerment of women.

### **3.6.2 Key informant interviews**

In-depth key informant interviews were used to collect data from district officials and LC3 women leaders. This method was preferred because it enabled collection of reliable, in-depth information. With the use of the interview guide, the researcher asked key informants, individually questions gender relations issues, implementation of gender policies and economic empowerment of women. The key informants' responses were written down by a research assistant (Kvale & Brinkmann, 2009; Mugenda & Mugenda, 1999). The real opinions of the respondents on the research problem were sought. Using appropriate probing, the researcher sought detailed information that is relevant to the research questions (Amin, 2005).

## **3.7 Data Collection Instruments**

### **3.7.1 Structured questionnaire for women group members**

A structured questionnaire was used to collect quantitative data from women groups. The questionnaire had structured items. Structured questions were used because they allow the collection of specific data. Using questionnaires allowed respondents some time to reflect on answers to avoid hasty responses (Mugenda and Mugenda, 1990). This contributed to accuracy of data collected.

Section A of the questionnaire measured the demographic variables of the respondents. The demographic variables that were measured included; Employment and marital status of women and number of children they had. Section B measured the independent variable, i.e. gender relations. Section C, on the other hand, measured economic

empowerment of women. New scales were constructed for these items following Saunders *et al.*'s (2003) steps. The construction of new scales was necessitated by the non-availability of scales for measuring gender relations and economic empowerment of women in Uganda. For all items in sections B and C the respondents responded on a five-point Likert scale on which 1 represented 'strongly disagree' and 5 'strongly agree'.

### **3.7.2 Interview guide for District officials and LC3 secretaries for Gender**

An interview guide was used to collect in-depth information from key informants, who were selected from among district officials and LC3 secretaries for Gender. Interviews were used because the study targeted the respondents' real opinions on the research problems. The interview questions focused on the major themes of the study (Kvale & Brinkmann, 2009).

### **3.8 Validity and Reliability of Instruments**

In order to collect reliable and valid data, the researcher ensured that credible instruments are used. Credible research instruments are required to be reliable and valid. Besides, they should be easy to complete so that the respondents are motivated to provide honest responses. Instruments were pre-tested to ensure their validity and reliability. Pre-testing was also carried out in order to identify any ambiguities, misunderstanding or inadequacies (Amin, 2005).

### **3.8.1. Validity**

To ensure validity of data collected, instruments were first pre-tested to ensure their face and content validity. To do this, item interpretation and consistency were analysed. The questions found vague were eliminated or rephrased. Any ambiguities, misunderstanding and inadequacies were eliminated (Amin, 2005). With regard to face validity, the words that were used in the instruments were simple, clear and related to the research problem. Complicated terminology was eliminated from the questionnaire. The whole section on gender relations was rephrased to reflect what practically happens in the community. Five Items on the contribution of the gender policy to economic empowerment of women were added. The section measuring economic empowerment was rephrased.

With regard to content validity, the supervisors evaluated the instruments. The items in the instruments were evaluated by ticking the items that were relevant and crossing out those that were not relevant. A content validity test was then used to establish the validity of the instruments. The CVI was measured using the formula: Content validity index (CVI) = Number of items declared relevant / Total number of item. The results are presented in the table below.

**Table 3. 2: Content validity index (CVI)**

<b>Expert</b>	<b>Content validity index</b>	
	<b>Questionnaire</b>	<b>Interview guide</b>
Supervisor 1	0.83	0.80
Supervisor 2	0.80	0.79
<b>Average</b>	<b>0.81</b>	<b>0.80</b>

*Source: Pilot data*

Table 3.2 above shows that the average content validity index for the questionnaire was 0.81 and that of the interview guide were 0.80. As recommended by Arya *et al.* (2002) and Amin (2005), the CVIs for all the instruments were above 0.7, a value recommended for research instruments.

### **3.8.2. Reliability**

Data from the pilot study was entered in the Statistical Package for Social Sciences (SPSS) and Cronbach's alpha coefficient test of reliability was calculated (*see* formula in Appendix 4). Cronbach's alpha coefficient results were analysed and all sub scales of gender relations, ( $\alpha=.804$ ), gender Relations Initiatives ( $\alpha=.712$ ), and economic empowerment of women ( $\alpha =. 741$ ), were above Cronbach's alpha value 0.70 as recommended by (Ahuja, 2005) and, therefore, considered satisfactory (see Table 3.3).

**Table 3.3: Reliability coefficient (Cronbach's alpha) for each variable**

<b>Variable</b>	<b>No. of Items</b>	<b>Alphas(<math>\alpha</math>) at Pre-test</b>
Gender relations	10	.804
Gender Relations Initiatives	7	.712
Economic empowerment	8	.741

*Source: Pilot data*

### **3.9 Procedure of Data Collection**

The researcher first constructed the instruments and gave them to the supervisor for approval. The supervisor ascertained the face validity and clarity of the instruments. Changes were made as recommended by the supervisor. After the approval, the researcher went out in the field. Using the authority letter from the university, the researcher introduced herself to the relevant officials at district and municipalities as well as women groups. She explained the purpose of the research and its benefits. The researcher assured the respondents of confidentiality in relation to the information they provided. She then distributed the questionnaires to the selected respondents and collected them after two weeks.

### **3.10 Data Analysis**

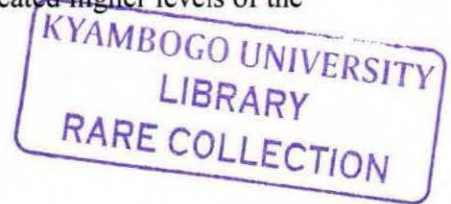
#### **3.10.1 Quantitative data analysis**

Quantitative data analysis was done at different levels, namely univariate and bivariate. The data analysis at univariate level was based on descriptive statistics, specifically frequencies, percentages, the mean and standard deviation. At the bivariate level, inferential analysis, correlation and simple linear regression were done to establish the contribution of the independent variable to the dependent. Simple linear regression measured and indicated the specific contribution (deterministic relationship) of the independent variable to the dependent variable.

The quantitative responses given by each of the respondents in sections B and C were summed up to convert ordinal measurement into a continuous scale to make bivariate analysis possible. Higher scores on each of the two scales indicated higher levels of the variables in the sample.

#### **3.10.2 Qualitative data analysis**

Content Analysis was used to analyse qualitative data using methods adopted from Mugenda and Mugenda (2005). Mugenda (2005), advises that data should be first coded into sub-themes and categorised into themes and used to give credence to qualitative findings. Concepts were classified according to their probable causes and effects. The intensity with which certain words are used was ascertained. This enabled the researcher to establish why something was said, which subsequently lead to understanding respondents' perceptions and beliefs. Further, responses from the interview with participants were classified and recorded according to frequency of their



ideas or concept. The frequency of concepts showed the measure of direction or bias in data interpretation (Trochim, 2006).

### **3.11 Measurement of Variables**

A five-point Likert scale was used to measure gender relations, initiatives to promote good gender relations and economic empowerment of women. Current gender relations was measured using 10 items , gender relations initiatives was measured using 8 items and economic empowerment of women was measured using 7 items. Variables were measured on a five-point scale on which 1 will represent 'strongly disagree' and 5 'strongly agree'

### **3.12 Ethical Considerations**

The issue of ethics is an important consideration in research that involves human subjects (Cooper & Schindler, 2010). Research ethics is appropriate behaviour of a researcher relative to the norms of society (Zikmund, 2010). This research considered ethical factors in a number of ways. Participation in the research was voluntary, and research participants were given the right to withdraw at any time of their choice in case they felt uncomfortable with the research procedure. Therefore, before the study was carried out, the researcher sought for the consent of respondents by explaining the purpose of the study to them and assuring them of their confidentiality. In addition to this, the researcher discussed the intended data collection period with the respondents before the questionnaire administration started. The researcher also

assured the respondents that anonymity and confidentiality would be maintained and guaranteed.

## **CHAPTER FOUR**

### **DATA PRESENTATION, ANALYSIS AND INTERPRETATION**

#### **4.1 Introduction**

This chapter presents the findings of the study that examined the gender relations affecting economic empowerment of women, the extent to which Uganda's gender relations initiatives address women's economic empowerment and the effect of gender relations on women's economic empowerment in Gulu district. The findings are presented under themes derived from the research objectives. The Chapter begins by analyzing the demographic characteristics of respondents, the nature of their employment, marital status and the number of children they have. The demographic characteristics of respondents are followed by the findings on the major objectives. The demographic characteristics of respondents were analysed using descriptive statistics. Frequency tables and percentage were used to show the most frequent characteristics and percentages indicated the percentage of occurrence. Descriptive statistics and simple linear regression analysis were used to analyse data on the objectives of the study.

#### **4.1 Demographic data of respondents**

In the study, the researcher collected demographic information of respondents that were then used to explain the findings.

#### 4.2.1 Employment Status of Respondents

Respondents indicated their employment status. The findings are presented in the table below.

**Table 4.1: Employment Status (N=98)**

<b>Employment</b>	<b>Frequency</b>	<b>Percent</b>
Civil servant	4	4.0
Privately Employed	19	19.4
Self employed	53	54.2
Unemployed	22	22.4
<b>Total</b>	<b>98</b>	<b>100.0</b>

The results in the table 4.1 show that the majority (54.2%) of the respondents were self employed, 22.4% were unemployed, 19.4% were employed by private organizations and 4% were civil servants employed by government. There, the majority respondents were in a category of women who needed to earn a living through business enterprises and therefore had adequate information on the research question and hence were able to provide reliable information.

#### 4.2.2 Marital Status of Respondents

Respondents indicated their marital status. The findings are presented in the table below.

## 4.2 Marital Status of Respondents

<b>Marital Status</b>	<b>Frequency</b>	<b>Percent</b>
Single	7	7.1
Cohabiting	27	27.5
Married	46	46.9
Estranged	18	18.3
<b>Total</b>	<b>98</b>	<b>100.0</b>

The findings in table 4.2 show that the majority (46.9%) of respondents were married, 27.5% were cohabiting, 18% were estranged and 7.1% were single. This finding shows that most of respondents were staying with men, who were their partners and so had first hand information about the research question. This enabled them to provide valid responses.

### 4.2.3 Number of children owned by respondents

Respondents indicated the number children they have. The findings are presented in the table below.

**Table 4.3: Number of children (N=98)**

<b>Number of Children</b>	<b>Frequency</b>	<b>Percent</b>
None	16	16.3
1-4	38	38.7
5-9	28	28.5
10 and above	16	16.3
<b>Total</b>	<b>98</b>	<b>100.0</b>

The findings in the table 4.3 above show that, the majority (38.7%) of respondents had 1-4 children, 28.5% had 5-9 children, and 16.3% had 10 children and above and only 16.3% did not have any children. This finding implies that respondents had heavy life responsibilities of raising a family which could have required them to have extra incomes through business enterprises. Hence respondents hand rich information on the research question and so could provide reliable data.

#### **4.2 Gender Relations Affecting Economic Empowerment of Women in Gulu District**

The first objective of the study was to examine gender relations affecting economic empowerment of women in Gulu district. To achieve this objective, respondents indicated their level of agreement and disagreement to 10 statements on gender relations between women and men in the area. Statement on which respondents agreed, were indicative of gender relations that negatively affect women's economic empowerment. The findings are presented in the table below.

**Table 4.4: Mean responses, SD and Ratings on gender relations affecting economic empowerment of women (N=98)**

<b>Gender relations</b>	<b>Mean response</b>	<b>Sd</b>	<b>Overall rating</b>
In my area , people generally do not trust women's potential in business and leadership	2.94	1.49	<b>Undecided</b>
In my area women are not allowed to make decisions affecting the finances of their families	3.55	.87	<b>Agree</b>
In my area women are not given opportunity to carry out income generation projects, without their husbands authorisation	2.44	1.31	<b>Undecided</b>
In my area women can only access loans and business opportunities through their husbands	3.95	1.09	<b>Agree</b>
In my area, husbands treat their wives as slaves	3.82	1.37	<b>Agree</b>
It is common in my area for women to be refused to use the money they have made by their husbands to buy items for the family	3.74	1.45	<b>Agree</b>
In my area women are seen as subordinates and their roles solely to be wives and mothers	3.57	1.23	<b>Agree</b>
In my area, men rarely support business enterprises of their women	4.1	1.21	<b>Agree</b>
Cultural norms in my area are that money made by a woman is for the husband.	2.34	1.21	<b>Undecided</b>
Cultural norms in my area are that all property owned by a woman is for her husband	2.94	1.49	<b>Undecided</b>

The findings in table 4.4 above show that respondents generally agreed that women are not allowed to make decisions affecting the finances of their families ( mean

response = 3.55 sd = .87), women can only access loans and business opportunities through their husbands (mean response = 3.95 sd = 1.09), husbands treat their wives as slaves (mean response = 3.82 sd = 1.37) and women are sometimes refused to use the money they have made by their husbands to buy items for the family (mean response = 3.74 sd = 1.45). Respondents also agreed that women are seen as subordinates and their roles solely to be wives and mothers (mean response = 3.57 sd = 1.23) and men rarely support business enterprises of their women men (mean response = 4.1 sd = 1.21). However respondents were undecided on whether, people generally do not trust women's potential in business and leadership (mean response = 2.94 sd = 1.49), women are not given opportunity to carry out income generation projects, without their husbands authorisation (mean response = 2.44 sd = 1.31), cultural norms in the area are that money made by a woman is for the husband (mean response = 2.34 sd = 1.21) and cultural norms in the area are that all property owned by a woman is for her husband (mean response = 2.94 sd = 1.49). The findings reveal that women in Gulu still face gender relations that make it difficult for them to be enterprising. The fact that most loaning organizations require the consent of husbands for women to access loans and business opportunities, are sometimes refused to use the money they have made by their husbands and men rarely support business enterprises of their women due to the fact that women are seen as subordinates and their roles solely to be wives and mothers discriminates women against being actively engaged in business enterprises.

The views of key informants were also explored on this issue. District officials and local leaders confirmed the above findings. A CDO in charge of development projects in Laroo Division said, "*Instances when husbands use funds given to women for their*

*income generation to solve personal problems are rampant in the area*". The women representative on the LC3 Gulu municipality added that *"this has forced the district to include men as partners in the women's projects so that the feeling of co-ownership can motivate them to support the projects"*. Another community development officer at the district intimated that *"most loan institutions now require that a man be the guarantor of the loan before a loan is advanced to a woman"*. The secretary for women affairs in Omolo Sub County intimated that *"sometimes women are refused to use the money they have made by their husbands to invest further in their businesses"*. This scenario has negatively affected the growth enterprises owned by women.

#### **4.3 The Extent To Which Gender Relations initiatives Address Women's Economic Empowerment**

The second objective of the study was to establish the extent to which Gender Relations initiatives in the area address women's economic empowerment. This was done by asking respondents to indicate the extent to which they agreed or disagreed with 7 statements on how the gender relations initiatives are expected to address women's economic empowerment.

**Table 4.5: Mean responses, SD and Ratings on Gender Relations Initiatives and women's economic empowerment (N=98)**

<b>Gender Relations Initiatives and women's economic empowerment</b>	<b>Mean response</b>	<b>Sd</b>	<b>Overall rating</b>
Gender relations initiatives in my area encourage women to make decisions affecting the finances of their families	3.04	1.55	<b>Undecided</b>
Gender equality programs have been used to start community programs that promote values such as mutual respect, unconditional love that promote respect for gender.	2.17	.82	<b>Disagree</b>
Guided by gender policies, leaders in my community have started strategies and initiatives to increase awareness and change attitudes and behaviors in order to promote good gender relations	1.93	1.01	<b>Disagree</b>
Gender relations initiatives in my area encourage men to support business enterprises of their women	2.62	1.3	<b>Undecided</b>
Gender relations initiatives in my area have encouraged women to carry out income generation projects, without their husbands authorisation	2.82	1.1	<b>Undecided</b>
Gender relations initiatives in my area do not allow men to refuse women to use the money they have made to buy items for the family	1.98	.84	<b>Disagree</b>
Gender relations initiatives in my area do not allow cultural norms to refuse women to own property	1.43	1.24	<b>Disagree</b>

The findings in the table 4.5 above show that respondents disagreed that Gender relations initiatives have been used to start community programs that promote gender equality (mean response = 2.17 sd= .82), leaders in the community have started

strategies and initiatives to promote good gender relations (mean response = 1.93 ,sd= 1.01) , gender policies do not allow men to refuse women to use the money they have made to buy items for the family (mean response = 1.98 ,sd= .84) and gender relations initiatives do not allow cultural norms to refuse women to own property (mean response = 1.43 ,sd= 1.24). respondents were also undecided on whether gender relations initiatives in the area encourage women to make decisions affecting the finances of their families (mean response = 3.04 ,sd= 1.55), gender relations initiatives in my area encourage men to support business enterprises of their women (mean response = 2.62 ,sd= 1.3) and Gender relations initiatives in the area have encouraged women to carry out income generation projects, without their husbands authorization (mean response = 2.62 ,sd= 1.3). This findings show that the gender relations initiatives have not been actively used to promote economic empowerment of women. Poor gender relations still exist in the area and the machoistic attitudes are preventing women from being actively involved in business enterprises. Long-standing social norms that take men and women to be more powerful and superior to women are still an insurmountable barrier to women's economic empowerment in the area. The national gender policy has also not been able even just to challenge this barrier.

The views of key informants were also explored on this issue. The LC 5 council responsible for gender intimated that the "*gender policy has largely remained on paper*". The CDO of Aswa said that "*lack of funds and negative cultural norms have made it difficult for us to implement gender relations initiatives that support women's economic empowerment*". The LC3 secretary for gender Omoro Sub County added that people still "*prefer cultural norms where the man subdues a woman in all aspects of*

*life*". Hence the leaders both at the district and community level have left the status quo to prevail with regard to poor gender relations. ACDO working with women groups in Layibi said that *"Very few government funded programs are being implemented to promote good gender relations"* Another CDO working in Cwero added that *"promotion of good gender relations is a neglected area of community development in Gulu"*. *Local women especially have less access to and control over assets and resources than men and less right to participate in decision making at family level*

#### **4.4 The Effect of Gender Relations on Women's Economic Empowerment in Gulu District**

The last objective of the study was to explore the effect of gender relations on women's economic empowerment in Gulu district. To achieve this objective, scores on gender relations were regressed with scores on economic empowerment. Scores on each variable were calculated by summing up the numbers representing the responses on each of the items measuring the variable as recommended by Saunders et.al (2003). This turned the scale on which the variables' were measured from nominal to ordinal (zikumund, 2000). The Means, standard deviations and mean responses of the variables were calculated and the scores were used to do regression analysis. This subsequently enabled inferential analysis possible. Gender relations were measured on a scale of 10 to 55, and economic empowerment was measured on a scale of 8 to 40. The findings are shown in the correlation matrix below.

**Table 4.6: Descriptive statistics (N=98)**

<b>Variables</b>	<b>Mean Score</b>	<b>SD</b>	<b>Mean response</b>
Gender relations	36.2	1.2	3.3
Women's economic empowerment	24.3	1.4	2.7

The findings in the table 4.6 above, the mean response was got by calculating the mean of the level of agreement or disagreement and this table shows that the mean for gender relations was 36.2 (SD=1.2) with a mean response of 3.3; that of women's economic empowerment was 24.3 (SD= 1.4) . The descriptive findings indicate a positive relationship between the independent variable(gender relations) and the dependent variable(economic empowerment of women). This conclusion was explored using regression analysis in the tables below.

Simple linear regression was done to establish the influence of gender relations on the economic empowerment of women. Scores on Gender relations (mean =36.2, SD=1.2) were regressed with scores on economic empowerment (mean=24.3, SD= 1.4). The findings are shown in the table below.

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Simple linear regression was done to establish the influence of gender relations on the economic empowerment of women. Scores on Gender relations (mean =36.2, SD=1.2) were regressed with scores on economic empowerment (mean=24.3, SD= 1.4). The findings are shown in the table below.

**Table 4.7: Simple Liner Regression Results of gender relations vs. Economic empowerment**

R	R <sup>2</sup>	Ad R <sup>2</sup>	B	Beta	df	F stat	Sig.
0.48	.230	.228	1.020	.48	(2,14)	101.3	.04*

*(Source: Primary Data)*

**\*Values significant at 0.05 level (2-tailed)**

**Predictor: Gender relations, Dependent variable: Economic empowerment of women**

The results in Table 4.7, show that gender relations were positively related to economic empowerment of women ( $r = 0.48$ ,  $P < 0.05$ ). The relationship was significant at  $p$ -value  $< 0.05$ . The correlation was moderate, but probably due to gender relations not supportive to women being enterprising. Gender relations, explained 22.8% of the variation in economic empowerment of women (adjusted  $R^2 = 0.228$ ). Therefore, the adjusted square value of 22.8 % implied that gender relations positively predicted women's economic empowerment. In other words, economic empowerment of women was is dependent on gender relations by 22.8 %. The regression model was also significant ( $F = 101.3$ ,  $p < 0.05$ ), further conforming that good gender relations can cause positive variations in the economic empowerment of women.

Hence good, gender relations, that encourage women to have free access to financial and other resources such as land to use in income generating activities and that do not

restrict women from devoting time to their businesses promote economic empowerment of women.

## CHAPTER FIVE

### DISCUSSION, CONCLUSION AND RECOMMENDATIONS

#### 5.1 Introduction

This chapter presents a discussion, conclusion and recommendations of the study that examined the gender relations affecting economic empowerment of women, the extent to which Uganda's gender relations initiatives address women's economic empowerment and the effect of gender relations on women's economic empowerment in Gulu district. A discussion of the findings is presented first followed by a conclusions and finally by recommendations.

#### 5.3 Discussion

##### 5.3.1 Gender relations that Affect economic empowerment of women

The first objective of the study was to examine gender relations that affect economic empowerment of women. The findings reveal that women in Gulu still face gender relations that make it difficult for them to be enterprising. Women are not allowed to make decisions affecting the finances of their families. This is in agreement with what FAO (1995) observed some years ago that most African cultures have subverted the woman's role in economic enterprises and prevent them from being actively involved in income generation. Married women can only access loans and business opportunities through their husbands. This finding is in agreement with Talcott (1955) and Susan (1992) observations that the way men and women interact and view each other has resulted into cultural practices that have prevented women from having functions and responsibilities that allow them to be enterprising. Most loaning organizations require a man to be one of the guarantors of a loan application for single women who are not in

groups in order to only advance loans to them. Given the fact that husbands still treat their wives as slaves, the chances of husbands misusing finances meant to develop business enterprises is high. Women were sometimes refused by their husbands to invest further in their businesses, the money they had made. This finding is in line with the Uganda Women's Network (2012) who said that negative Social cultural beliefs have made men to be more powerful and superior to women. This scenario has subsequently given men liberty to be authoritarian and to limit their wives opportunities in being joint decision-makers and enterprising. As indicated by Mugambe (2007) women had less access to and control over assets and resources than men and less right to participate in decision making. This negatively affected the growth of these enterprises. In the community, women are seen as subordinates and their roles solely to be wives and mothers and men rarely support business enterprises of their women.

The fact that women access loans and business opportunities through their husbands, they are sometimes refused to use the money they have made by their husbands pointed to seriously economic discrimination against women (Wyrod, 2008) as a result men rarely supported their business due to the fact that women are seen as subordinates and their roles solely to be wives and mothers discriminates women against being actively engage in business enterprises. These gender-specific beliefs and customs as pointed out by the Uganda gender policy (2007) have intensified *gender-intensified vulnerabilities* mainly affecting women.

### **5.3.2 The extent to which Uganda's gender relations initiatives address women's economic empowerment**

The second objective of the study was to establish, the extent to which Uganda's gender relations initiatives address women's economic empowerment. The findings revealed that very few initiatives exist to promote gender relations that support women's economic empowerment. The few that exist have not been actively targeted economic empowerment of women. This is despite the fact that the Gender report (2013) by government points out specific economic related, gendered inequalities that affect opportunities for women to access economic resources. Poor gender relations still exist in the area especially at community level. This finding is in line with Musa and Dembe (2011) who say that negative gender relations recreated at the community and public life levels reduce women's decision-making, bargaining, asset access, resulting from the perception of women as subservient to men.

Negative (machoistic) attitudes towards women being involved in business enterprises are still rampant. This has prevented women from being actively involved in business enterprises. The gender relations initiatives have not yet helped to change this picture. Policies have not been able to support community programs that promote gender equality. The local and central government officials have not been active in starting strategies and initiatives to promote good gender relations. This has sustained the old fashioned gender stereotypes. Motivated by these negative gender stereotypes, men refuse women to use the money they have made to buy items for the family. Cultural norms prevent women from freely owning property. Government gender equality and

women economic empowerment policies have largely remained on paper due to failure by the local government to fund sensitisation and education to implement them. The gender relations initiatives have not been able to stamp out the deeply engrained negative norms against women. This has led to community preference for cultural norms where the man subdues a woman in all aspects of life.

### **5.3.3. The effect of gender relations on women's economic empowerment in Gulu district**

The third objective of the study was to explore the effect of gender relations on women's economic empowerment in Gulu district. The findings revealed that gender relations have a positive effect ( $\Delta r^2 = .0228$ ,  $p < 0.05$ ) on economic empowerment of women. However, the contribution was moderate, due to gender relations being poor and not supportive to women being enterprising. Having gender relations, that encourage women to have free access to financial and other resources such as land to use in income generating activities and that do not restrict women from devoting time to their businesses promotes economic empowerment of women. However this was not the case in the study sample. In support of Kwesiga (2009) it was discovered that the women's place in Gulu is in the private sphere where she has to fulfill her roles. It was also revealed that women faced restrictive gender relations that negatively affected their economic empowerment. These findings agree with Musa and Idembe (2011) who say that role conflicts can significantly reduce the performance of women's business enterprises. The deeply embedded social and cultural constraints in performing their roles and responsibilities given women less time to devote to their business which results into may collapsing within the first year (Chant, 2007).

### 5.3 Conclusion

Good gender relations between men and women have a positive effect on economic empowerment of women. They are the foundation and a pillar for women's economic emancipation. gender relations, that encourage women to have free access to financial and other resources such as land to use in income generating activities and that do not restrict women from devoting time to their businesses promotes economic empowerment of women. However the findings indicated that for women in Gulu District, gender relations are still poor and not supportive to women being enterprising. Communities in Gulu including leaders still hold to the traditional gender orientations that take women as being biological and universally inferior to men in ways that cannot be changed to enable women to be enterprising. This orientation is influenced by the traditional cultural rules of the generations that have come before them and are restrictive to women being out of the closet and assuming leading economic and social roles.

Despite a few community members in Gulu , especially those influenced by increased modern formal education, technology, access to developed world information on equality having a changed outlook at the roles and relations between women and men, girls and boys, the general community practices towards women involved in business are still motivated by restrictive traditional gender orientations. The gender policy has not yet helped to change this picture. The gender policy has largely remained on paper due to failure by the local governments to fund sensitisation and education to implement the gender policy. Policies have not been able to support community programs that promote gender equality. The local and central government officials have not been

active in starting strategies and initiatives to promote good gender relations. This has sustained the old fashioned gender stereo types. Motivated by these negative gender stereotypes, men refuse women to use the money they have made to buy items for the family. Cultural norms prevent women from freely owning property. This has resulted into women feeling inferior and being generally perceiving themselves as a weaker gender. This, self defeating attitudes have negatively affected the performance of even the few enterprises owned by women.

There is need to increase emancipative orientations in the communities and develop mass expectations of gender responsive and inclusive practices. In this way, emancipative values would take root in Gulu and lead to increases in women's empowerment throughout society.

#### **5.4 Recommendations for action**

- The Uganda gender policy needs to be actively implemented by both central and local governments to promote women's rights and tap their enterprising potential.
- The gender policy should be taken down to the community and family level by local governments to underscore the role of gender equality in sustainable development.
- Community leaders and local governments because they are nearly to the people should be educated that true gender equality is one that promotes women's empowerment.

- Community leaders and local governments should also be encouraged to support true empowerment for women by increasing their access to economic resources and opportunities including , financial services, property and other productive assets, skills development and market information.
- Initiatives to strengthen women's social participation and empowerment especially at family level should be popularized by central and local government to enabling women to have control over their lives and exert influence in society.
- Policies to provide the same opportunities to women and men, including in decision-making in all kinds of activities, should be strengthen and implemented by central and local governments .
- The National Gender Policy (NGP) instrument if effectively implemented by central and local governments, basing on the ideas of Human development model should be a veritable instrument for promoting positive gender relations and promoting women's economic empowerment in Gulu District.

## 5.5 Suggestions for Further Research

- Further research should be done on what is needed to increase emancipative orientations in the communities and develop mass expectations of gender responsive and inclusive practices.
- A study is needed on specific emancipative values in the community that could be effective in uprooting traditional gender orientations and increase women's empowerment throughout society.

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**Appendix 1: Questionnaire for members of Women groups and their leaders**

I'm Eton Lela Mondy, a masters' student at KYU. I'm conducting a study titled: "Gender Relations and Economic Empowerment of Women in Gulu District - Northern Uganda". I am interested in exploring the relationship between gender relations and economic empowerment of women in Gulu district. You have been selected to participate in this study. I kindly request you to candidly complete this questionnaire. The information you give will be treated with utmost confidentiality and it will be used for the purpose for which it was collected. The study findings are vital as it is anticipated that they will help in improving women's economic empowerment in the region.

Thank you.

---

**Section A: Demographic characteristics of respondents**

*Please tick what is most appropriate to you:*

**1. Employment**

Civil servant	employed	Self employed	Not employed
1	2	3	4

**2. Number of children**

## Appendix 1: Questionnaire for members of Women groups and their leaders

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Thank you.

---

### Section A: Demographic characteristics of respondents

*Please tick what is most appropriate to you:*

#### 1. Employment

Civil servant	employed	Self employed	Not employed
1	2	3	4

#### 2. Number of children

None	1-3	4-6	7-10	11 and above
1	2	3	4	5

### 3. Section B: Current Gender Relations In Gulu district

Please tick the number that represents the situation of gender relations in your area

1 = Strongly Disagree (SD)      2 = Disagree (D)

3 = Not Sure (NS)                4 = Agree (A)      5 = Strongly Agree (SA)

<b>Current Gender relations in Gulu</b>	1	2	3	4	5
In my area , people generally do not trust women's potential in business and leadership	1	2	3	4	5
In my area women are not allowed to make decision affecting the finances of their families	1	2	3	4	5
In my area women are not given opportunity to carry out income generation projects, without their husbands authorisation	1	2	3	4	5
In my area women can only access loans and business opportunities through their husbands	1	2	3	4	5
In my area, husbands treat their wives as slaves	1	2	3	4	5
It is common in my area for women to be refused to use the money they have made by their husbands to buy items for the family	1	2	3	4	5
In my area women are seen as subordinates and their roles solely to be wives and mothers	1	2	3	4	5

In my area, men rarely support business enterprises of their women	1	2	3	4	5
Cultural norms in my area are that money made by a woman is for the husband.	1	2	3	4	5
Cultural norms in my area are that all property owned by a woman is for her husband.	1	2	3	4	5

Any other not mentioned above please specify.....

.....  
 .....

**4. Section D: Role played by Gender Relations Initiatives in promoting women's economic independence**

Please tick any statement in the table below that you feel accurately represents the role played by gender policies in promoting women's economic independence in your area.

<b>Role played by Gender policy</b>	1	2	3	4	5
Gender Relations Initiatives in my area encourage women to make decisions affecting the finances of their families	1	2	3	4	5
Gender Relations Initiatives have used to start community programs that promote values such as mutual respect, unconditional love that promote respect for gender.	1	2	3	4	5

Guided by gender policies, leaders in my community have started strategies and initiatives to increase awareness and change attitudes and behaviors in order to promote good gender relations	1	2	3	4	5
Gender Relations Initiatives in my area encourage men to support business enterprises of their women	1	2	3	4	5
Gender Relations Initiatives in my area have encouraged women to carry out income generation projects, without their husbands' authorisation	1	2	3	4	5
Gender Relations Initiatives in my area do not allow men to refuse women to use the money they have made to buy items for the family	1	2	3	4	5
Gender Relations Initiatives in my area do not allow cultural norms to refuse women own property	1	2	3	4	5

Any other not mentioned above please specify.....

**5. Section E : Economic empowerment of women**

Please tick the number that represents the level of economic empowerment of women in your area

1 = Strongly Disagree (SD)      2 = Disagree (D)

3 = Not Sure (NS)                  4 = Agree (A)      5 = Strongly Agree (SA)

<b>Economic empowerment of women</b>					
Women have skills and knowledge to run own businesses	1	2	3	4	5
Women have free access to financial resources	1	2	3	4	5
Women have free access to land and other resource to use in income generating activities	1	2	3	4	5
Women are more resilient financially because of the support they get from men	1	2	3	4	5
Gender roles do not restrict women from devoting time to their businesses	1	2	3	4	5
Women do not face any gender restrictions in doing their business	1	2	3	4	5
women and girls in my community are given opportunity to make decisions concerning business opportunities	1	2	3	4	5
My community is a very good example of those that respect women's career options	1	2	3	4	5

Any other not mentioned above please specify.....

**Appendix 2 : Interview guide for Key informants( District , municipal officials and women representatives)**

1. Gender
2. Responsibility
3. What are the major economic challenges faced by women in your area?
4. How would you rate the current level of economic empowerment of women in your area?
5. What do you think are the major gender relations issues affecting women's participation in economic activities?
6. What gender Relations Initiatives exist in your area that addresses issues of women's economic empowerment?
7. What is the origin of these initiatives?
8. To what extent have these initiatives been effective?
9. What factors may be hindering the effectiveness of these initiatives?
10. What do you think is needed to increase the effectiveness of the gender initiatives in promoting women's economic empowerment?