

**THE EFFECT OF GENDER INEQUALITY ON WOMEN'S EMPLOYMENT IN
KACHUMBALA SUB-COUNTY BUKEDEA DISTRICT**

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ABSTRACT

Despite of several attempts by government and the international community to fight gender inequality in employment, women have continued to suffer work place discrimination in Kachumbala Sub County in Bukedea District. This study assessed the effect of gender inequality on women employment in Kachumbala Sub County in Bukedea District. Specifically, the study was aimed at establishing the factors contributing to gender inequality in employment and how gender inequality, affect women's employment in Kachumbala Sub County in Bukedea District. It also explored ways forward of how to do away with gender inequality without women discrimination in Kachumbala Sub County in Bukedea District. The study used qualitative research approach and a case study design of 24 participants. Documentary analysis was also used to gather relevant data to help answer research questions. Data was collected from participants using interview method and findings of the study shows that gender inequality in organizations is a result of discriminatory policies and decision making practices that can be seen in organizational structures and the effect of hostile and benevolent sexism has contributed to gender inequality in employment, employment policies that are inherently biased against a group of people regardless of their job-related knowledge. It was also noted in study findings that if employers with more formal job ladders dictate and constrain workers' promotion opportunities, women are less likely to advance is persistent gender inequality in employment. Also gender inequality can affect women in several ways such as some examples of how workplace discrimination negatively affects women's earnings and opportunities are the gender wage gap and this workplace discrimination contributes to women's lower socio-economic status and because women are associated with lower status and men with higher status, women experience backlash for pursuing high status roles (e.g., leadership) in the workplace. Further, gender inequality can have worse effect on women's employment as gender stereotypes can affect employment related decisions gender inequality has an impact on women's employment as many people still perceive women as a weak gender that can't perform at the same level with men. The study also identified several ways forward on how to do away with gender inequality without women discrimination such as skills development for women and girls' education may help prevent gender inequality in employment and improving women's access to resources may help prevent gender inequality in employment. The researcher recommended that government should build the capacity of equal opportunities commission so that the agency is able to fight gender inequality at work places and should ensure that gender mainstreaming strategies.

DECLARATION

I Esther Akayo do declare that this research proposal is purely prepared through my own effort, all struggles skills gained through practice of work. This research proposal is original but not photo coped or duplicate from any other academic source and it is never been presented to any university and it is to be submitted to Uganda Christian university for award of bachelor of social work and social administration.

Name: Esther Akayo

Signature 

Date 2nd September 2024

DEDICATION

This research proposal report is special dedications to all my lovely family members who have tirelessly been there for me till university level may the Almighty God grant them their best wishes.

APPROVAL

This research report has been done by Esther Akayo in consultation with Bukedea District in Kachumbala Sub County and with the approvals of my Academic supervisor and is now ready for submission.

Madam Pimer Jessica

Signature

A handwritten signature in blue ink, appearing to read 'Pimer Jessica', written in a cursive style.

Date 2nd September 2024

ACKNOWLEDGEMENT

In a special way, I acknowledge God the Alpha and Omega, for the precious gift of life, strength, knowledge and wisdom which have enabled me carry out this research proposal successfully.

Special thanks go to my supervisor Madam Pimer Jessica Uku for her tireless efforts; words of wisdom and guidance until the completion of this research proposal may the Almighty God bless the work of her hands abundantly.

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LIST OF ABBREVIATIONS AND ACRONYMS

BDLG	:	Bukedea District Local Government
CAPS	:	Community Action Plans
CDO	:	Community Development Officer
FAL	:	Functional adult literacy
HPWPS	:	High Performance Work Practices
HR	:	Human Resource
LC	:	Local Council
LDG	:	Local Development Grant
LGMSD	:	Local Government Management and Service Delivery
NAADS	:	National Agricultural Advisory Services
NGO	:	Non-Government Organization
NUSAF	:	Northern Uganda Social Action Fund
OPM	:	Office of the Prime Minister
PC	:	Parish Chief
PDM	:	Parish Development Model
PM	:	Personnel Management
PSRI	:	Population Studies and Research Institute
PWC	:	Operation Wealth Creation
SAGE	:	Social Assistance Grant for Empowerment
SAS	:	Senior Assistant Secretary
TPM	:	Total Productive Maintenance
UWEP	:	Uganda Women Empowerment Program

CHAPTER ONE

INTRODUCTION

1.1 Introduction

The general research objective this study seeks to explore is effects of gender inequality in women's employment in Kachumbala sub-county, Bukedea District. Inequalities in earnings, bargaining power and assets, employment and education between women and men still dominate the working conditions for women worldwide where patriarchal socio-cultural practices continue to dominate. Yet in the study of Ambepitiya (2016), he stressed that "women's development is directly related to the nation's development." The main gender issue in employment is that women are concentrated in unpaid and underpaid work due to pervasive gender inequalities in terms of their access to employment, education, credit, land, productive inputs, security and decision making power. This chapter covers the background of the study, the problem statement, the research objectives and questions, justification and the significance of the study, the scope of the study, the conceptual framework of the research and the definitions of the key words used in the study.

1.2 Background of the Study

1.2.1 The global status of gender inequality and women employment

Globally, for each dollar of labour income men earn, women earned only 35 cents. There are significant differences between regions. In low and lower-middle income countries, the gender disparity in labour income is much worse, with women earning 22 cents and 19 cents on the dollar respectively. Women have worked at agricultural tasks since ancient times, and continue to do so around the world (Onyango et al., 2019). The Industrial Revolution of the late 18th and early 19th centuries changed the nature of work in Europe and other countries of the Western world. Working for a wage, and eventually a salary, became part of urban life. Initially, women according to Alemante (2017) were found doing even the hardest physical labor, including working as "hurriers" hauling heavy coal carts through mine shafts in Great Britain, a job that also employed many children. This ended after government intervention and the passing of the Mines and Collieries Act 1842, an early attempt at regulating the workplace.

During the 19th century, an increasing number of women in Western countries took jobs in factories, such as textile mills, or on assembly lines for machinery or other goods. Women also worked as "hawkers" of produce, flowers, and other market goods, and bred small animals in the working-class areas of London. Piecework, which involved needlework

(weaving, embroidery, winding wool or silk) that paid by the piece completed, was the most common employment for women in 19th century Great Britain (Gordon et al., 2019). It was poorly paid, and involved long hours, up to 14 hours per day to earn enough wages to survive. Working-class women were usually involved in some form of paid employment, as it provided some insurance against the possibility that their husband might become too ill or injured to support the family. During the era before workers' compensation for disability or illness, Mwiti (2018) asserts that the loss of a husband's wages could result in the entire family being sent to a Victorian workhouse to pay debts.

The 1870 US Census was the first United States Census to count "females engaged in each occupation" and provides an intriguing snapshot of women's history. It reveals that, contrary to popular belief, not all American women of the 19th century were either idle in their middle-class homes or working in sweatshops. Women were 15% of the total work force (1.8 million out of 12.5) (World Bank, 2020). They made up one-third of factory "operatives", but teaching and the occupations of dressmaking, millinery, and tailoring played a larger role. Two-thirds of teachers were women. Women could also be found in such unexpected places as iron and steel works (495), mines (46), sawmills (35), oil wells and refineries (40), gas works (4), and charcoal kilns (5) and held such surprising jobs as ship rigger (16), teamster (196), turpentine laborer (185), brass founder/worker (102), shingle and lathe maker (84), stock-herder (45), gun and locksmith (33), and hunter and trapper (2) (World Bank, 2020). Formal classification may grossly under-estimate female labor force participation via self-employment or family employment with studies suggesting participation may have always been high. However, studies by the world bank are a frankly disappointing bunch because the number of contributions the institution make towards analytical approach to the subject matter is despairingly small.

Women make up half the world's population, but, in most places, they don't make up half its workforce. It's not because they don't want to work or have career aspirations of their own; it's because gender discrimination and inequality continue to hold women back, keeping them out of the workforce and trapping them in the cycle of poverty. Advancing gender equality could enable millions of women to pursue their dreams, work, and become financially independent, adding \$12 trillion to the global economy by 2025, according to the McKinsey Global Institute (2017).

But, while 75% of working-age men are employed or looking for employment, less than 49% of working-age women have jobs or are actively searching for them, according to the International Labour Organization (ILO, 2018). That figure tends to be much lower in middle-income countries like Brazil, South Africa, India, Indonesia, and Mexico, where economies are quickly growing, but gender equality may not be advancing as rapidly. Whether it's lack of education opportunities for girls, stubborn cultural attitudes about what jobs are appropriate for women, or gender discriminatory laws that prevent women from registering a business through the same process as men, women face barriers to gainful employment (World Bank, 2022). The 2022 edition of the Global Gender Gap Report raised concerns over the state of gender parity in the labour market. Not only was women's participation slipping globally, but other markers of economic opportunity were showing substantive disparities between women and men. Since the last edition, while women have re-entered the labour force at higher rates than men globally, leading to a small recovery in gender parity in the labour-force participation rate, gaps remain wide overall and in several specific dimensions.

1.2.2 African status of gender inequality and women employment

Sub-Saharan Africa has a wide range of performance on the Women, Business and the Law index, ranging from 89.4 in Mauritius to 29.4 in Sudan. The region implemented comprehensive reforms, achieving the second highest improvement in the index last year. Gabon stands out, with comprehensive reforms to its civil code and the enactment of a law on the elimination of violence against women (Basil et al., 2019). These reforms gave women the same rights to choose where to live as men, get jobs without permission from their husbands, removed the requirement for married women to obey their husbands and allows women to be head of household in the same way as men. Gabon also enacted legislation protecting women from domestic violence. Gabon's reforms gave women the same rights to open a bank account as men and prohibited gender-based discrimination in financial services. Also in the Africa region, Angola enacted legislation criminalizing sexual harassment in employment. Benin removed restrictions on women's employment in construction, so that women can now work in all the same jobs in the same way as men. Burundi mandated equal remuneration for work of equal value. Sierra Leone made access to credit easier for women by prohibiting gender-based discrimination in financial services (AfDB, 2017). Irrespective of these reforms in Africa, gender inequality causes women to be poorer, have less education and face more health risks than men. Labour markets on the continent are heavily gender-segregated, and women are employed primarily in low-paying and insecure occupations.

The concept of gender according to Okiiria, (2019) is analogous to class in that it refers to a structural relationship of equality with respect to class. The relationship derives from differential control over the means of production and is expressed in the capital labour contention with respect to gender. Pizan et al, (2017). That relationship derives from women's childbearing function and is expressed in the sexual. Division of labour. It is an acknowledged fact that throughout the world, there are gender systems in which women as a group are disadvantaged. The society hails men as heads of homes and breadwinners (Oxform, 2020). Using these stereotypes, society flagrantly and severely discriminates against women in the labour force. This is despite the fact that society's attitudes towards women are based on myths rather than reality. Presently many women are now rearing children without any financial assistance from their husbands. Secondly, the female-headed households are now increasing especially due to HIV and AIDS pandemic. Although there exists remarkably detailed work on women employment in Africa, there has been no comprehensive single author survey on the subject of gender inequality and its possibly shank relationship to women employment. Not that the subject has suffered from any lack of interest, but African scholar have more often been drawn to international scene than to potentially more hazardous subject of women employment at home.

1.2.3 The Ugandan status of gender inequality and women employment

In Uganda, labour markets remain highly sex-segregated, which reflects an unequal distribution of men and women across sectors and occupation. Women continue to be segregated into particular types of occupations, often with inferior pay and poor working conditions (Holden, Cathie and Clough, 2018). The majority of the working women are engaged in non-income generating employment like subsistence agriculture (49.4 percent for women versus 36.9 percent for males) with a limited ability to produce for sale (MoFPES, 2019). In terms of distribution, of the youth aged between 18-30 years working in subsistence production 63.6 percent are women. Disturbingly, the majority of women in paid employment do not earn enough to move out of poverty, the 2020/21 Uganda National Household Survey (UNHS) findings reveal that close to 20 percent of the women are classified as the 'working poor'. Whereas the median monthly earnings for male youth aged 18-30 years is UGX 130,000, females in the same age group earn 35 per cent less with median monthly wages of UGX 84,000. Although the argument has been made that this disparity in pay is inevitable because of differences in education, sector of employment and level of experience; research by EPRC (2022) reveals that even after accounting for these differences, women still earn less than men particularly in the private sector.

As we embark on the journey towards sustainable development (Agenda 2030), in particular the eighth SDG which calls for the promotion of inclusive and sustainable economic growth, full and productive employment and decent work for all; including productive employment for all young people, we need to ensure that macro-economic growth translates into micro-economic development for both men and women (Lumumba, 2022). The current National Development Plan II (2015/16-2019/20) emphasizes human capital development as a prerequisite for socio economic transformation, hence skilling and training the youth in preparation for the job market (those in and out of school), will go a long way in achieving this. More importantly, though, is for the government to ‘walk the talk’ and implement the existing policies that seek to promote decent employment for all with a special attention to the female youth. Finally, there is a need to break down the barriers, norms and practices that keep women from realizing their full potential and their rights for equal opportunity and treatment.

There are mountains of studies on the identification of women employment and an equally large number of studies documenting relationships between gender inequality and women employment. But what is missing since the previous decade is any convincing evidence to show that government and stakeholders has the potential to fine tune laws and policies to bring about measured improvement in women employment. Previous research works regarded as ‘gender sensitive studies’ has been regarded as a failure and this has given a research opportunity for this study.

1.3 Statement of the Problem

Even with well-funded government programs, women unemployment in in Kachumbala Sub County continue to rise. Women unemployment has had far reaching consequences in terms of reduced productivity and community empowerment and significantly contributing to downward economic mobility of women and their families including low consumption, investments and saving thresholds (Ellis, A. (2009). Kachumbala sub county is one of the poorest and most flood prone areas in Bukedea district. Of the sub-county's 37, 687 people, 70% are economically marginalized and 40% are women living in poverty (UBOS, 2021, Ministry of Finance, Planning and Economic Development, 2020).

The public has with great concern observed that gender inequality has affected women employment in Kachumbala sub county, Bukedea district. At the World labour Symposium in Nairobi (2021), gender inequality was cited as contributory to women employment in low income countries. Despite the interventions in Bukedea through wealth creations programmes

such as NAADS, NUSAF, women's fund and youth livelihood fund and equal opportunity policies, women unemployment is still on the rise and if nothing is done there would a likelihood of high poverty, constant morbidity, death and low economic development. Therefore, strong and focused strategies are needed to reverse poor women unemployment which is determined by gender inequalities such as in education, access to jobs and disparities in wage earning between men and women. Additionally, there is no study that has ever been conducted on the effect of gender inequality on women employment in Kachumbala Sub County, Bukedea district leading to lack of literature. Studies (Ojangole, 2020 and Okiling, 2021) dealt with gender inequality and women education while Davis (2022) concentrated on gender inequality and women's access to resources without any attempt to analyze the effect of gender inequality on women employment in Kachumbala sub County leading to inadequacies in literature a gap that this study intends to fill.

1.4 Objectives of the study

1.4.1 General Objective

The main objective of this study was to analyze the effects of gender inequality on women employment opportunity at Kachumbala Sub County.

1.4.2 Specific Objectives

1. To establish the factors contributing to gender inequality in employment in Kachumbala sub county in Bukedea district.
2. To explore how gender inequality, affect women's employment in Kachumbala sub county in Bukedea district.
3. To find ways forward of how to do away with gender inequality without women discrimination in Kachumbala sub county in Bukedea district.

1.5 Research Questions

1. What factors contributes to gender inequality in employment in Kachumbala Sub County in Bukedea district?
2. How does gender inequality affect women's employment in Kachumbala Sub County in Bukedea district?
3. What are the ways forward of doing away with gender inequality without women discrimination in Kachumbala Sub County in Bukedea district?

1.6 Scope of the Study

The study scope was categorized into geographical, content and time as follows:

1.6.1. Geographical Scope

The study was conducted in the selected parishes in Kachumbala sub-county, Bukedea district. The vegetation cover of the Sub County is Savannah grasslands though some areas are arid.

1.6.2 Time scope

The study considered a period of the past two years i.e. 2022-2024. This period was considered because it is during this time that women unemployment decreased considerably (Office of the Prime Minister, OPM- 2022)

1.6.3. Content scope

The study concentrated on Effect of gender inequality on women's employment in Kachumbala Sub-County, Bukedea District. And it concentrated on the following research objectives: To establish the factors contributing to gender inequality in employment in Kachumbala sub county in Bukedea district, to explore how gender inequality, affect women's employment in Kachumbala sub county in Bukedea district and lastly to find ways forward of how to do away with gender inequality without women discrimination in Kachumbala sub county in Bukedea district.

1.7 Significance of the study

The results of the study may go a long way to help strengthening gender policies to achieve gender equity in employment.

The study may help stakeholders in gaining insight into the effect of gender inequality on women employment.

It may also help to form a basis for future planning and negotiations with various stakeholders on closing gender gaps and removing barriers to women's employment

The findings of the study may provide useful and practical information to planners and decision makers that would inform policy thinking and practice as far as gender inequality is concerned.

The study may contribute to the existing body of knowledge on the effect of gender inequality on psychosocial women employment. This may benefit future researchers.

1.8 Conceptual Frame work

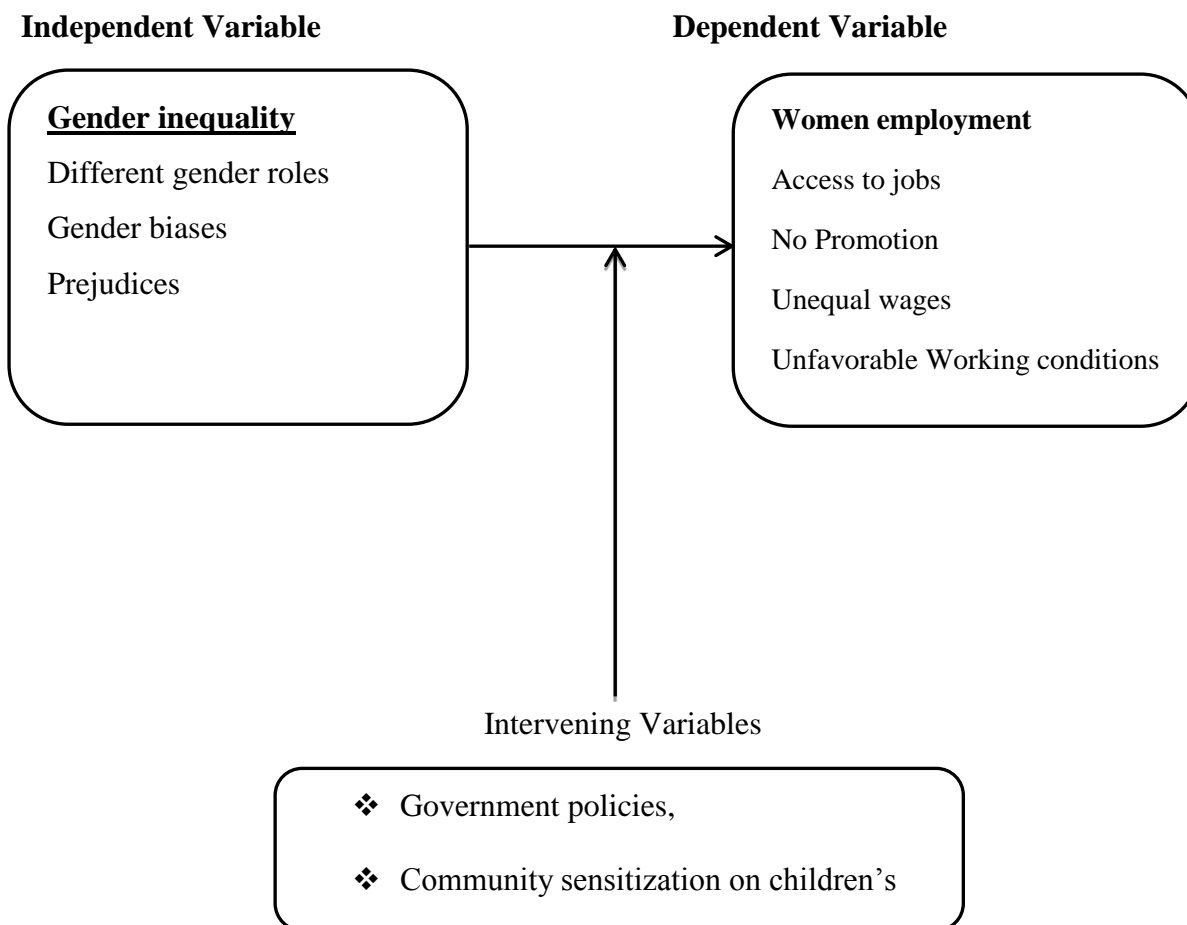


Figure 1.1 Conceptual Framework showing relationship between variables

Source: Miles & Huberman (2009, p. 18) and modified by the researcher 2023

Moriss et al, (2019) defines an independent variable as the variable that is used to describe or measure the factor that is assumed to cause or at least to influence the problem or outcome. Tomkins et al, (2019) defines a dependent Variable as that which is used to describe or measure the problem or outcome under study

Sharon et al, (2017) defines a moderating variable as one that emphasizes the need to consider a second independent variable that is expected to have a significant contributory or contingent effect on the originally stated dependent-independent relationship.

Form the above conceptual framework, gender inequality (IV) with parameters of Different gender roles, Gender biases and Prejudices. The dependent variable in this case is women employment with parameters of access to jobs, promotion, equal wages and working conditions. The framework assumes that when gender inequality is eliminated, it is likely to

transform the employment of women. Nevertheless, this may not be automatic as other factors may come into play. These may include government policies and existence of child rights laws. These factors have been dully coined as intervening variables by the study and are being isolated to avoid making wrong conclusions

1.9 Definition of terms

Gender inequality: These are the socially determined not biologically determined differences between men and women (Nwagaba, 2019)

Women employment: This is the involvement of female gender gainingful work with financial and other benefits (Atwine, 2021 and Onyango et al., 2022)

Gender

Tom et al, (2019) defines gender as the male sex or the female sex, especially when considered with reference to social and cultural differences rather than biological ones.

Inequality

Bruno, (2010) defines inequality as not being equal, generally if two values are not equal, we use the “not equal symbol. But to compare the values, whether it is less than or greater than, different inequalities are used.

Employment

The oxford dictionary defines employment as an agreement between an employer and employee that the employee will provide certain services.

In conclusion, chapter one of this proposal looked at a number of things among which included: background of the study, problem statement, research questions, significance of the study, the scope of the study, the conceptual framework of the research and the definitions of the key terms. The next chapter respectively is chapter two and this was present review of literature in relation to the three specific research objectives. Under this chapter, the researcher acknowledged different authors whose literature was reviewed in line with the three specific objectives.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

The general research objective of this study seeks to explore the effect of gender inequality on women employment in Kachumbala Sub-County in Bukedea District. The literature will be reviewed within the context of this study's specific objectives and it will establish the linkages between the independent variables and dependent variables. This chapter will be organized in the following sections in the context of the conceptual framework. And it points the knowledge gap the study seeks to contribute to. This chapter presents the review of past literature related to the area under investigation. The review has been conducted according to objectives of the research study as seen below.

2.2 Factors contributing to gender inequality in employment

Parker, (2019) studies factors contributing to gender inequality in Zambia and found that gender inequality in organizations is a result of discriminatory policies and decision making practices that can be seen in organizational structures, processes, and practices. This is because discriminatory practices (i.e., policies, decision-making, and their enactment) affect the hiring, training, pay, and promotion of women. This includes leadership, structure, strategy, culture, organizational climate, as well as employment policies. In addition, decision makers' levels of sexism in employments can affect their likelihood of making gender biased employment-related decisions and/or behaving in a sexist manner. Although Parkers' 2019 study findings were good, it was not conducted in Kachumbala sub county of Bukedea district but in Zambia and his study was on secondary schools not seed secondary schools. Additionally, gender inequality in employment is portrayed as a self-reinforcing system that can perpetuate discrimination, important levers for reducing discriminatory practices in employment policies and decision making were not identified hence creating a research opportunity for this study.

Relatedly, Abudallah (2019) argued that effect of hostile and benevolent sexism has contributed to gender inequality in employment. Davis et al, (2019) delineate the link between employers' decision makers' levels of sexism and their likelihood of making gender-biased employment-related decisions and/or behaving in a sexist manner when enacting employment policies (e.g., engaging in gender harassment). Hostile sexism involves antipathy toward, and negative stereotypes about, argentic women. In contrast, benevolent sexism involves positive but paternalistic views of women as highly communal. Whereas previous research on

workplace discrimination has focused on forms of sexism that are hostile in nature, we extend this work by explaining how benevolent sexism, which is subtler, can also contribute in meaningful yet distinct ways to gender discrimination in employment.

Employment policies that are inherently biased against a group of people, regardless of their job-related knowledge, skills, abilities, and performance can be termed institutional discrimination and is one of the factors contributing to gender inequality in employment. Institutional discrimination against women can occur in each type of employment policy from the recruitment and selection of an individual into an organization, through his/her role assignments, training, pay, performance evaluations, promotion, and termination. Tomkins et al, (2020) for instance, if women are under-represented in a particular educational program or a particular job type and those credentials or previous job experience are required to be considered for selection, women are being systematically, albeit perhaps not intentionally, discriminated against. In another example, there is gender discrimination in employment if a test is used in the selection battery for which greater gender differences emerge, than those that emerge for job performance ratings (Hough et al., 2020). Thus, institutional discrimination can be a factor present within various aspects of job selection policy, and can negatively affect women's work outcomes.

Martell et al, (2020) argued that employment policies surrounding promotions and opportunities for advancement are another area of concern as to why there is persistent gender inequality in employment. If employers with more formal job ladders dictate and constrain workers' promotion opportunities, women are less likely to advance (Perry et al., 2021). This occurs because job ladders tend to be divided by gender, and as such, gender job segregation that is seen at entry-level positions will be strengthened as employees move up their specific ladder with no opportunity to cross into other lines of advancement. However, Martell et al, findings did not indicate whether women's lack particular job experiences that are not available within their specific job ladders, makes them unqualified for advancement in their employment.

Another cause of gender inequality in employment according to Martell et al., (2020) is that women are likely to receive fewer opportunities at work, compared with men, resulting in their under-representation at higher levels of management and leadership within organizations. Managers give women fewer challenging roles and fewer training opportunities, compared with men. In support of the above assentation, Pater et al., (2019) noted that women have less access to high-level responsibilities and challenges that are

precursors to promotion. Further, men are more likely to be given key leadership assignments in both male and female dominated fields. This is detrimental to gender equality in employment given that challenging roles, especially developmental ones, help employees gain important skills needed to excel in their careers.

According to Schneider et al., (2019), gender inequalities in employment can be seen in organizational climates. An organizational climate consists of organizational members' shared perceptions of the formal and informal organizational practices, procedures, and routines that arise from direct experiences of the organization's culture. Organizational climates tend to be conceptualized and studied as "climates for" an organizational strategy. Gender inequalities in employment are therefore most clearly reflected in two forms of climate: climates for diversity and climates for sexual harassment. A positive climate for diversity exists when organizational members perceive that diverse groups are included, empowered, and treated fairly (Onyango, 2018). However, what Schneider et al., (2019) and Onyango (2018) failed to include in their findings is that employees perceive a less supportive diversity climate; they perceive greater workplace discrimination and experience lower organizational commitment and job satisfaction and higher turnover intentions. Thus, in organizations with a less supportive diversity climate, women are more likely to leave employment, which contributes to the underrepresentation of women in already male-dominated arenas.

In Uganda many researchers have shown that though the Government through the leadership of his excellence Yoweri Kaguta Museveni have tried their best to reduce on factors contributing to gender inequality, for example through politically empowering women, today there is increased number of women who participate in politics for example women member parliaments but the number offices held by men is still higher compared to women as noted by Oburu et al, (2019).

2.3 Effect of gender inequality on women's employment

According to Peterson and Morgan (2017), workplace has sometimes been referred to as an inhospitable place for women due to the multiple forms of gender inequalities present. Some examples of how workplace discrimination negatively affects women's earnings and opportunities are the gender wage gap. In other words, workplace discrimination contributes to women's lower socio-economic status. Importantly, such discrimination against women largely can be attributed to discriminatory employment-related decision-making. Furthermore, when employees interact with organizational decision makers during employment, or when they are told the outcomes of employment-related decisions, they may experience personal discrimination in the form of sexist comments. Peterson and Morgan further argued that both the objective disadvantages of lower pay, status, and opportunities at work, and the subjective experiences of being stigmatized, affect women's psychological and physical stress, mental and physical health, job satisfaction and organizational commitment and ultimately, their performance at employment.

Rudman et al., (2020) found that because women are associated with lower status, and men with higher status, women experience backlash for pursuing high status roles (e.g., leadership) in the workplace. In other words, assertive women who act competitively and confidently in a leadership role are rated as more socially deficient, less likeable and less hireable, compared with men who act the same way. Interestingly though, Karau, (2021) argued that, if women pursue roles in the workplace that are congruent with traditional gender expectations, they will elicit positive reactions.

Gender inequality can have worse effect on women's employment (Kruger and Ofonso et al., 2019). Gender stereotypes can affect employment related decisions. However, such an account does not take into consideration individual differences among organizational decision makers (e.g., employee managers, supervisors) who may vary in the extent to which they endorse sexist attitudes or stereotypes. Individual differences in various forms of sexism have been demonstrated to lead to personal discrimination in the workplace. Ambivalent sexism theory builds on earlier theories of sexism by including attitudes toward women that, while sexist, are often experienced as positive in valence by perceivers and targets. Therefore, there is need to draw on ambivalent sexism theory, which conceptualizes sexism as a multidimensional construct that encompasses both hostile and benevolent attitudes toward women.

In Uganda Okurutu et al, (2019) noted that gender inequality has an impact on women's employment as many people still perceive women as a weak gender that can't perform at the same level with men. Besides this the perception that women have to be home early to perform their gender roles in Uganda are another increasing factor contributing to gender inequality employment.

2.4 Ways forward on how to do away with gender inequality without women discrimination

According to ILO (2018) and Lip (2021), skills development for women and girls' education may help prevent gender inequality in employment. International policy discussions and national commitments under the Sustainable Development Goals have endorsed educating girls as a key way to break poverty cycles. It can also open up opportunities for girls to enter formal labour markets as adults. Many countries, including Bangladesh have been providing incentives to parents ranging from food products to cash transfers and scholarships to ensure girls continue in schooling. Given that child labour reproduces the informal economy through the generations and that, conversely, there is strong evidence that educated girls are able to move out of poverty, these efforts promise in the longer term to have a significant impact on informality at least in its most marginalized segments and possibly reduce discrimination against women in employment.

According to Moss-Racusin et al., (2022), improving women's access to resources may help prevent gender inequality in employment. Discrimination in access to productive resources curtails the economic activities of many women, and conversely enhancing access to resources can significantly increase income and productivity. For example projections from Burkina Faso, Cameroon and Kenya have estimated that more equal control of inputs and farm income by women and men could raise farm yields by as much as 20 per cent of current output. Microfinance is often highlighted as example of a resource which has opened up gateways for women to enter new income opportunities around the world. However, lessons learned from the past decades does not include the importance of ensuring women are able retain control over the finance rather than other family members. Micro-financial services which by the end of 2006 had reached over 79 million of the poorest women in the world¹⁶ – have enabled female clients to develop their businesses, registering higher repayment rates. Even past research does not show a positive side-effect, in that the income generated by female borrowers was invested in their households, for children's education and better health and nutrition practices than in other households.

Rudman et al., (2022) argued that making unpaid women work visible and giving it value. The unpaid work that women do in the household is often treated as a free and unlimited resource by policymakers, yet the costs to women are high in terms of loss of opportunities to earn better incomes, upgrade skills, as well as participate in social dialogue and have their voices heard. Countries are making greater effort to collect information on unpaid work

through Time-Use surveys. Intra-household surveys could also be used to move beyond the traditional male-headed household model to capture the different types of households, decisions and gender divisions of labour which may help prevent gender inequality in employment. These instruments can help gather the data, give it economic value and include it in Systems of National Accounts. In South Korea for example three valuation surveys were used to measure housework. Calculations based on the results estimated that women's unpaid work amounted to between 13-23 percent of GDP in 1999. Policy formulation developed on the basis of this information included insurance for fulltime housewives, childcare and after-school programmes and sharing of conjugal assets in the event of divorce¹⁸.

In works of Blau and DeVaro (2017), it was found that mainstreaming gender in policy formulation on informality may help prevent gender inequality in employment. The examples above show gender specific action whereby efforts are made to overcome entrenched disadvantage of one sex. Gender specific action however should be accompanied by mainstreaming support in policy formulation. The following are examples which can support mainstreaming in different policy areas.

ILO (2021) argued that extending Social Protection may help prevent gender inequality in employment. Overcoming social protection gaps is particularly important given the role that women have as care givers and income earners and their greater vulnerability to risks and shocks. However, ILO research has not assessed various strategies for extending social security benefits to those who are not covered by any existing scheme particularly women. Among these, the ILO has not paid special attention to “gradual extension of social insurance schemes, the introduction of special arrangements for informal economy workers, the provision of non-contributory social pensions, the development of programmes combining cash transfer and access to education and health, and employment guarantee schemes for women thus making further research necessary.

Pro-poor growth is not possible unless efforts are made to build the capacities of women to both participate in and benefit from economic growth. Case studies from the World Bank's Operationalizing Pro Poor Growth research (2020) has shown for example that those states that had high investments in education managed to reduce gender gaps in employment which in turn resulted in higher poverty elasticity. The short term costs of education were paid off in terms of reduced poverty. Building capacities and pro-poor growth strategies can feed into processes of formalization. Key factors include education and skills development for girls and women as well as increased access to productive resources. The impacts can be seen in

reduced fertility, export-oriented employment and access to formal employment for women. Kahn (2021) studies from different income level countries however, do not show that reducing education and employment gaps for women result in lowered gender inequality in employment.

According to Moss-Racusin et al., 2022), balancing productive and reproductive work for women may help reduce gender inequality in employment. Gender mainstreaming strategies in every employment policy area will need to address one of the most difficult barriers to women progressing towards decent work – unpaid work. For example a skills development and human resource development policy would need to develop strategies and targets to ensure women are able to access training in spite of family responsibilities. This may be through childcare provision, training subsidies, transport allowances, flexible delivery schedules etc. A number of countries involved in Community Based Training (CBT Tree) have developed mobile training units and flexible delivery schedules to take into account women’s paid and unpaid work burdens in poor and rural communities. Similarly an employment guarantee scheme would need to take similar measures to ensure women are able to equally participate with men in employment.

Governments and the enterprises have an important role in alleviating some unpaid work burdens through provision of childcare, ensuring flexibility for working parents as well as prioritizing infrastructural development to relieve women of household responsibilities. In the longer term, a more equitable division of labour between the sexes within a household will enable women to better balance paid and unpaid work demands. The ILO (2021) has long recognized the importance of gender equality in the world of work and has made a sustained commitment to support equitable outcomes through the four pillars of decent work. The 2009 International Labour Conference’s Resolution on Gender Equality at the Heart of Decent Work, firmly endorsed an immediate and long term strategy to overcome entrenched inequality in the world of work. The ILO’s tripartite partners resoundingly supported gender equality not only from a rights based perspective but also because of its profound economic benefits. However, supporting the progression of the many millions of women and men in the informal economy towards formality and decent work has not been an essential part of that strategy.

According to Davis et al, (2019) the mentioned strategies are being implemented in Uganda to help reduce on gender inequality though the enforcement of this have been having less power which has made these strategies not to be realistic.

Chapter two concentrated on review of related literature, it concentrated on the review in line with these specific objectives: To establish the factors contributing to gender inequality in employment in Kachumbala sub county in Bukedea district, to explore how gender inequality, affect women's employment in Kachumbala sub county in Bukedea district and lastly to find ways forward of how to do away with gender inequality without women discrimination in Kachumbala sub county in Bukedea district. The next chapter which is chapter three will look at the research methodology of the research study.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter describes the methodology that were used in the study and some of the areas that was covered included: research design, area and population of the study, sample size, sample selection techniques, sources of data, data collection instruments, data quality control data analysis in assessing the effect of gender inequality on women's employment in Kachumbala Sub-County, Bukedea District and it contributed to the central objective analyzing the effects of gender inequality on women employment opportunity in Kachumbala Sub County Bukedea District.

3.2 Research Design

According to Kothari (2012), a research design is the conceptual structure within which research is conducted; it constitutes a blueprint for the collection, measurement and analysis of data. The research design is as a detailed outline of how a given research is conducted (Etyang, 2018). The study employed both a quantitative and qualitative research approach and a case study design which involved establishing trends, patterns and relationship between variables. The study was concerned with gathering of data manually. This research design was used because it allowed the researcher to have quick data collection. The researcher obtained detailed information about gender inequality on women's employment in Kachumbala Sub-County.

3.3 Study area

The study was carried out in selected parishes within Kachumbala Sub-County. This study area will be chosen for the study because of high incidences of gender inequality on women's employment.

3.4 Sources of information

Primary sources of information such as texts of laws, newspaper reports, and original research of other scholars were used by the researcher.

Secondary sources such as journal articles, text books, dictionaries and political commentary were used.

3.5 Sample size and Study Population

The population consisted of 5 local leaders, 10 women and 10 residents of the sub-county who were chosen to participate in this study because they were the people believed to have the best knowledge in relation to the topic under study. Additionally, local leaders were chosen because they have relevant information given their experience in struggling to educate about gender inequality.

The sample size of 24 participants was arrived at using Krejcie Table of determining a sample size.

A sample size of 50% of the population is considered adequate to make an inference about the entire population (Creswell, 2016)

Table 3.1 Summary of the Sample Size and Sampling Technique

Respondents	Study Population (N)	Sample Size (n)	Sampling Technique
Local leaders	5	4	Convenience sampling
Women	10	10	Convenience sampling
Residents of Kachumbala	10	10	Convenience sampling
Total	25	24	

The researcher concentrated in two parishes where a total of 24 participants were selected from these parishes.

3.5. Sampling Technique

The researcher used the following sampling techniques

The researcher used purposive sampling to select all the participants until the required sample was reached.

3.6 Variable definition and Measurement

The researcher used standard deviation and the variance to measure variability. Standard deviation involved subtracting the mean from each score to obtain the deviation. Deviation was squared and the sum be divided by the total degree of freedom.

$$S^2 = \frac{\sum(X_i - \bar{X})^2}{n - 1}$$

Where S^2 = Sample variance

S = Sample standard deviation

X_1 = each value or score

\bar{X} = Sample means

n = Sample size

$n - 1$ = Degree of freedom

3.7 Data collection procedures

The researcher selected and presented a research topic to the department of social sciences which was approved. Thereafter the researcher developed a research proposal. After approval of the research proposal, the researcher obtained an introductory letter from the Head of department which was presented to the relevant authorities in the study area for data collection. Thereafter the researcher wrote a report for further examination.

3.8 Data Collection instruments

3.8.1 Interview

The researcher employed interviews (both structured and unstructured) as another data collection method. The interview is a technique of data collection that uses verbal discourse between an interviewer and responder(s). Here, the interviewer asked questions based on the study objectives and the respondents provide appropriate responses based on his/her experience and knowledge (Etyang, 2018). Interviewing ranks as the commonest technique of collecting data in social sciences, and its therefore close to impossible to conduct a social science research without using interviews as a way of collecting data. The researcher used unstructured interviews to discover the attitudes and perceptions of the informants about various study variables.

3.8.2 Document Review

Documentary review is a way of collecting data where the researcher looks closely at information that has been recorded majorly in form of documents (both soft-copy and hard copies) that are associated with the study topic being researched with a singular objective of gathering data for further analysis to make conclusions(Etyang, 2018). In this case, the researcher reviewed reports and documents internal to the unit of analysis and other crucial external documents (outside sources).

3.9. Data quality control tools

3.9.1 Validity

The validity of an instrument is defined as the ability of an instrument to measure what it is intended to measure. To establish the validity of the instruments, the researcher used expert

judgement as recommended by Gay (1997) as the best method for ensuring validity. The researcher ensured that the instrument is clear, relevant, specific and logically arranged. The validity of the questionnaire was tested using the content validity test (CVI). To arrive at the relevancy of the questionnaire, the researcher designed the instrument that yielded content – valid data by first specifying the domain of indicators that were relevant to the concept being measured. A content-valid data measure contained all possible items that were used in measuring the effect of gender inequality on women’s employment in Kachumbala sub-County, Bukedea District.

3.9.2 Reliability

The reliability of the instruments was tested using the test re-test method of reliability and Cron-bach alpha tests to determine the reliability index with the help of SPSS. Data was collected from 3 residents of Kachumbala Sub County among those in the sample. The principle of reliability as far as research instruments are concerned, is clearly put forward by Amin (2005), an instrument is reliable if it produces the same results wherever it is repeatedly used to measure a trait or a concept from the same population and under similar circumstances. In the case of reliability, participants were asked got answers and later allowed them to re-answer the same set of questions to see if the answers were similar to the first ones.

3.10 Data processing analysis

3.10.1 Qualitative data analysis

Data was basically be qualitative. The initial step in analysing this data is cutting it down through coding and categorization. Data reduction is the procedure of choosing, ciphering and placing data into categories. Coding is the analytic procedure by which the qualitative data that the researcher has gathered is cut down, reinterred and integrated to come up with a theory (Sekaran & Bougie, 2016). The intention of ciphering is to help the researcher to make conclusions that are meaningful on the data. Codes are labels assigned to units of text. These are then placed in groups made categories. Categorisation is the procedure of organising, arranging and classifying coding units. Codes and categories can be formulated both inductively and deductively. Data display comprised of displaying data that has been reduced in an organised, digested way. Drawing of conclusions was the last activity of analysis in the process of analysing data qualitatively. It is here that the researcher provided responses to the research questions by deciding what themes represent, by coming up with explanations about noticed patterns and relationships, or by comparing and contrasting.

3.11 Ethical Considerations

The following ethical considerations were looked at by the researcher during the research.

3.11.1 Informed consent and voluntary participation

The researcher sought for consent from the respondents who were involved in the research not just forcing them to participate. Informed consent is the basis of ethical research (Denzin & Lincoln, 2011). The people participants were made aware of what the study is about; its purpose, usage of the data, and any consequences that may arise from it (Fleming, 2018). The researcher furnished the respondents with information on the reason for the research and the procedure of collecting data. The participants were allowed enough time to ask questions and any concerns were addressed. The respondents exercised free-will in deciding whether to participate in research activity or not. All people involved in the research were given written informed acceptance.

3.11.2 Confidentiality

Confidentiality is looked at by Walford (2015) to mean information that is private and is not to be divulged to others. Whatever has been said in confidence must remain confidential. The researcher assured the participants that information offered by the participants won't be passed on to another party (third party) without consent of the respondent. Their identities and responses made confidential and anonymous through the use of numbers or through pseudonyms.

3.11.3 Anonymity

Anonymity, termed more appropriately as pseudonymity, is defined by Wiles (2013) as a major means used by the researcher to safeguard the confidentiality of responders by using pseudonyms. Anonymisation is one of the kinds of confidentiality, comprising of identity concealment of research responders (Saunders, Kitzinger, & Kitzinger, 2015). The researcher ensured that all respondents are anonymous implying that their identities are not known and not salient in the study. Withholding the identity of respondents is a guarantees that their statements are authentic (Taylor, 2015).

3.11.4 Plagiarism

The researcher ensured that all written work is original and without any borrowed and manipulated texts, results or even expressions. The researcher made sure that, all words and publications of the author are given their due acknowledgement (Mugenda & Mugenda, 2003).

In conclusion, chapter thereof this research proposal looked at the research methodology for this research study and among them included research design, data collection instruments, data collection procedure, to mention but a few the next concentrated on data presentation and data analysis.

3.12 Methodological constraints

There was a challenge of limited time; many respondents did not have enough time to respond adequately to the questions while attending to their busy schedules.

In adequate finances, the researcher had little funds to move to and fro the field and more so buying the necessary requirements that were used in the study.

CHAPTER FOUR

DATA PRESENTATION AND INTERPRETATION

4.1 Introduction

The study assessed the effect of gender inequality on women's employment in Kachumbala sub county, Bukedes district. The study was based on three objectives namely: To establish the factors contributing to gender inequality in employment in Kachumbala sub county in Bukedea district, to explore how gender inequality, affect women's employment in Kachumbala sub county in Bukedea district and, to find ways forward of how to do away with gender inequality without women discrimination in Kachumbala Sub County in Bukedea district. The study used qualitative research approach and a case study design of 24 participants who included local leaders, women and residents of Kachumbala Sub County to whom interview was administered were interviewed. Data was collected from study participants using interview method while documentary analysis was also considered. This chapter presents the findings of the study accompanied by interpretation and it begins with a presentation of demographic data of respondents.

4.2 Demographic characteristics of participants

The researcher selected 24 participants by purposive sampling. Of the 24 survey participants most respondents were in the 26-35 age bracket and female. Few of the 81% of employed participants had job tenure less than seven years. All of the men surveyed were employed whereas 27% of the women surveyed were unemployed. 56% had attained secondary education while 66% of respondents subscribed to orthodox religious denomination. Participants were not asked to specify marital status.

Anonymity and confidentiality was adhered to through using the following codes:

LL (1-4) represents local people

WM (1-10) represents women participants

RK (1-10) represents residents of Kachumbala sub-county who participated in the study hence making n=24

4.3 Presentation and interpretation of findings

Presentation and interpretation of the findings was done according to study objectives as below:

4.3.1 Factors contributing to gender inequality in employment

Participants of the study were asked to identify the factors contributing to gender inequality in employment in Kachumbala Sub County in Bukedea district and their responses were that gender inequality in organizations is a result of discriminatory policies and decision making practices that can be seen in organizational structures, effect of hostile and benevolent sexism has contributed to gender inequality in employment, employment policies that are inherently biased against a group of people, regardless of their job-related knowledge, skills, abilities, and performance can be termed institutional discrimination and is one of the factors contributing to gender inequality in employment and if employers with more formal job ladders dictate and constrain workers' promotion opportunities, women are less likely to advance is persistent gender inequality in employment.

Gender inequality in organizations is a result of discriminatory policies and decision making practices that can be seen in organizational structures

Participants mentioned that gender inequality in organizations is a result of discriminatory policies and decision making practices that can be seen in organizational structures. This was affirmed by participant (LL1) who said that "*Gender inequality in organizations is a result of discriminatory policies and decision making practices that can be seen in organizational structures*"

Another participant (WM1) added that "*Gender inequality in organizations is a result of discriminatory policies and decision making practices that can be seen in organizational structures*"

Participant WM2 also mentioned that "*Gender inequality in organizations is a result of discriminatory policies and decision making practices that can be seen in organizational structures*"

Participants RKI, RK2, LL2, LL3 and RK3 also said that "*Gender inequality in organizations is a result of discriminatory policies and decision making practices that can be seen in organizational structures*"

Therefore, the expressions above show that gender inequality in organizations is a result of discriminatory policies and decision making practices that can be seen in organizational structures and this was in line with the data collected from documentary analysis.

Effect of hostile and benevolent sexism has contributed to gender inequality in employment

Participants (n=7) mentioned that effect of hostile and benevolent sexism has contributed to gender inequality in employment. This was affirmed by participant (WM1) who said that “*effect of hostile and benevolent sexism has contributed to gender inequality in employment*”.

Another participant (LL1) also added that “*effect of hostile and benevolent sexism has contributed to gender inequality in employment*”.

Similarly, participant (RK1) also said that “*effect of hostile and benevolent sexism has contributed to gender inequality in employment*”.

Other participants who included WM2, LL2, RK2 and RK3 also said that “*effect of hostile and benevolent sexism has contributed to gender inequality in employment*”.

The above expressions indicate that effect of hostile and benevolent sexism has contributed to gender inequality in employment and even data collected from reviewed documents supports this finding.

Employment policies that are inherently biased against a group of people, regardless of their job-related knowledge, skills, abilities, and performance can be termed institutional discrimination and is one of the factors contributing to gender inequality in employment

Participant mentioned that employment policies that are inherently biased against a group of people, regardless of their job-related knowledge, skills, abilities, and performance can be termed institutional discrimination and is one of the factors contributing to gender inequality in employment. This was affirmed by participant (RK1) who said that “*employment policies that are inherently biased against a group of people, regardless of their job-related knowledge, skills, abilities, and performance can be termed institutional discrimination and is one of the factors contributing to gender inequality in employment*”.

Another participant (LL1) also added that *“employment policies that are inherently biased against a group of people, regardless of their job-related knowledge, skills, abilities, and performance can be termed institutional discrimination and is one of the factors contributing to gender inequality in employment”*.

Even participant (WM1) also said that *“employment policies that are inherently biased against a group of people, regardless of their job-related knowledge, skills, abilities, and performance can be termed institutional discrimination and is one of the factors contributing to gender inequality in employment”*.

Participant RK2, LL2 and WM2 as well said that *“employment policies that are inherently biased against a group of people, regardless of their job-related knowledge, skills, abilities, and performance can be termed institutional discrimination and is one of the factors contributing to gender inequality in employment”*.

The above expressions indicate that employment policies that are inherently biased against a group of people, regardless of their job-related knowledge, skills, abilities, and performance can be termed institutional discrimination and is one of the factors contributing to gender inequality in employment with similar findings collected from documentary analysis.

If employers with more formal job ladders dictate and constrain workers’ promotion opportunities, women are less likely to advance is persistent gender inequality in employment

Participants mentioned that if employers with more formal job ladders dictate and constrain workers’ promotion opportunities, women are less likely to advance is persistent gender inequality in employment. This was affirmed by participant (WM2) who said that *“if employers with more formal job ladders dictate and constrain workers’ promotion opportunities, women are less likely to advance is persistent gender inequality in employment”*.

Additionally, participant (WM1) also added that *“if employers with more formal job ladders dictate and constrain workers’ promotion opportunities, women are less likely to advance is persistent gender inequality in employment”*.

Even participant (LL1) also said that *“if employers with more formal job ladders dictate and constrain workers’ promotion opportunities, women are less likely to advance is persistent gender inequality in employment”*.

Participants RK2, LL2, LL3 and WM3 as well said that *“if employers with more formal job ladders dictate and constrain workers’ promotion opportunities, women are less likely to advance is persistent gender inequality in employment”*.

The above expressions show that if employers with more formal job ladders dictate and constrain workers’ promotion opportunities, women are less likely to advance is persistent gender inequality in employment. During documentary analysis, the researcher also found that early engagement in sexual activities and exposure to pornographic materials has the potential to contribute to teenage pregnancy.

4.3.2 How gender inequality affect women’s employment

Participants were asked to mention how gender inequality affected women’s employment in Kachumbala Sub County in Bukedea district and their responses were that some examples of how workplace discrimination negatively affects women’s earnings and opportunities are the gender wage gap and this workplace discrimination contributes to women’s lower socio-economic status, because women are associated with lower status and men with higher status, women experience backlash for pursuing high status roles (e.g., leadership) in the workplace, gender inequality can have worse effect on women’s employment as gender stereotypes can affect employment related decisions, gender inequality has an impact on women’s employment as many people still perceive women as a weak gender that can’t perform at the same level with men.

Some examples of how workplace discrimination negatively affects women’s earnings and opportunities are the gender wage gap and this workplace discrimination contributes to women’s lower socio-economic status

Participants mentioned that some examples of how workplace discrimination negatively affects women’s earnings and opportunities are the gender wage gap and this workplace discrimination contributes to women’s lower socio-economic status. This was affirmed by participant (WM1) who said that *“some examples of how workplace discrimination negatively affects women’s earnings and opportunities are the gender wage gap and this workplace discrimination contributes to women’s lower socio-economic status”*.

Additionally, participant (WM2) also added that *“some examples of how workplace discrimination negatively affects women’s earnings and opportunities are the gender wage gap and this workplace discrimination contributes to women’s lower socio-economic status”*.

Another participant (LL2) also said that *“some examples of how workplace discrimination negatively affects women’s earnings and opportunities are the gender wage gap and this workplace discrimination contributes to women’s lower socio-economic status”*.

Participant LL1, RK2 and RK2 as well said that *“some examples of how workplace discrimination negatively affects women’s earnings and opportunities are the gender wage gap and this workplace discrimination contributes to women’s lower socio-economic status”*.

The above was expression shows that some examples of how workplace discrimination negatively affects women’s earnings and opportunities are the gender wage gap and this workplace discrimination contributes to women’s lower socio-economic status and this information supported by data collected from documentary analysis.

Because women are associated with lower status and men with higher status, women experience backlash for pursuing high status roles (e.g., leadership) in the workplace

Participant mentioned that because women are associated with lower status and men with higher status, women experience backlash for pursuing high status roles (e.g., leadership) in the workplace. This was affirmed by participant (LL2) who said that *“because women are associated with lower status and men with higher status, women experience backlash for pursuing high status roles (e.g., leadership) in the workplace”*.

Additionally, participant (WM2) also said that *“because women are associated with lower status and men with higher status, women experience backlash for pursuing high status roles (e.g., leadership) in the workplace because women are associated with lower status and men with higher status, women experience backlash for pursuing high status roles (e.g., leadership) in the workplace”*

Participants WM1, LL2 and RK1 as well said that *“because women are associated with lower status and men with higher status, women experience backlash for pursuing high status roles (e.g., leadership) in the workplace”*

The above expressions indicate that because women are associated with lower status and men with higher status, women experience backlash for pursuing high status roles (e.g.,

leadership) in the workplace. Even data from documentary analysis show that teenage pregnancy significantly increases the risk of suicidal ideation and attempted suicide for young people and this leads to school dropout.

Gender inequality can have worse effect on women's employment as gender stereotypes can affect employment related decisions

Participant mentioned that gender inequality can have worse effect on women's employment as gender stereotypes can affect employment related decisions. This was affirmed by participant (LL1) who said that "*gender inequality can have worse effect on women's employment as gender stereotypes can affect employment related decisions*".

Similarly, participant (LL2) also said that "*gender inequality can have worse effect on women's employment as gender stereotypes can affect employment related decisions*".

Another participant (WM1) also added that "*gender inequality can have worse effect on women's employment as gender stereotypes can affect employment related decisions*".

Participants WM2, RK1, RK2 and LL3 also added that "*gender inequality can have worse effect on women's employment as gender stereotypes can affect employment related decisions*".

The above expressions indicate that gender inequality can have worse effect on women's employment as gender stereotypes can affect employment related decision and this was also found in reviewed documents by the researchers.

Gender inequality has an impact on women's employment as many people still perceive women as a weak gender that can't perform at the same level with men.

On whether gender inequality has an impact on women's employment as many people still perceive women as a weak gender that can't perform at the same level with men where participants revealed that gender inequality has an impact on women's employment as many people still perceive women as a weak gender that can't perform at the same level with men. This was affirmed by participant (WM1) who said that "*gender inequality has an impact on women's employment as many people still perceive women as a weak gender that can't perform at the same level with men*".

Additionally, participant (WM2) also added that “*gender inequality has an impact on women’s employment as many people still perceive women as a weak gender that can’t perform at the same level with men*”.

Another participant (LL1) added that “*gender inequality has an impact on women’s employment as many people still perceive women as a weak gender that can’t perform at the same level with men*”.

Participants LL2, RK1 and RK1 as well said that “*gender inequality has an impact on women’s employment as many people still perceive women as a weak gender that can’t perform at the same level with men*”.

The above expressions indicate that gender inequality has an impact on women’s employment as many people still perceive women as a weak gender that can’t perform at the same level with men and this issue was also discovered during documentary analysis.

4.3.3 Ways forward on how to do away with gender inequality without women discrimination

Participants were asked to mention the challenges faced in teaching learners with hearing impairments in primary and their responses included skills development for women and girls’ education may help prevent gender inequality in employment, improving women’s access to resources may help prevent gender inequality in employment, making unpaid women work visible and giving it value and governments and the enterprises have an important role in alleviating some unpaid work burdens through provision of childcare, ensuring flexibility for working parents as well as prioritizing infrastructural development to relieve women of household responsibilities.

Skills development for women and girls’ education may help prevent gender inequality in employment

Participants revealed that providing skills development for women and girls’ education may help prevent gender inequality in employment. This was affirmed by participant (LL1) who said that “*skills development for women and girls’ education may help prevent gender inequality in employment*”.

Additionally, participant (WM2) also said that “*skills development for women and girls’ education may help prevent gender inequality in employment*”.

Another participant (LL2) also added that *“skills development for women and girls’ education may help prevent gender inequality in employment”*.

Participants WM1, LL3, RK1 and RK2 as well said that *“skills development for women and girls’ education may help prevent gender inequality in employment”*.

The above expressions indicated that skills development for women and girls’ education may help prevent gender inequality in employment and this was supported by data collected during documentary analysis.

Improving women’s access to resources may help prevent gender inequality in employment Participants also noted that improving women’s access to resources may help prevent gender inequality in employment. This was affirmed by participant (LL1) who said that *“improving women’s access to resources may help prevent gender inequality in employment”*.

Additionally, participant (RK1) also said that *“improving women’s access to resources may help prevent gender inequality in employment”*.

Another participant (RK1) as well said that *“improving women’s access to resources may help prevent gender inequality in employment”*.

Participants RK3, WM1 and LL2 said that *“improving women’s access to resources may help prevent gender inequality in employment”*.

The above expressions indicate that improving women’s access to resources may help prevent gender inequality in employment. In support of this finding, data from documentary analysis show that improving women’s access to resources may help prevent gender inequality in employment.

Making unpaid women work visible and giving it value

Participants asserted that making unpaid women work visible and giving it value. This was affirmed by participant (RK1) who said that *“making unpaid women work visible and giving it value”*.

Additionally, participant (RK1) also said that *making unpaid women work visible and giving it value”*.

Another participant (WM1) as well said that *making unpaid women work visible and giving it value*".

Participants WM2, LL1, LL2 and WM3 also said that *making unpaid women work visible and giving it value*".

The above expressions indicate that making unpaid women work visible and giving it value, a phenomena that was discovered during documentary analysis.

Governments and the enterprises have an important role in alleviating some unpaid work burdens through provision of childcare, ensuring flexibility for working parents as well as prioritizing infrastructural development to relieve women of household responsibilities.

Participants mentioned that governments and the enterprises have an important role in alleviating some unpaid work burdens through provision of childcare, ensuring flexibility for working parents as well as prioritizing infrastructural development to relieve women of household responsibilities. This was affirmed by participant (LL1) who said that *"governments and the enterprises have an important role in alleviating some unpaid work burdens through provision of childcare, ensuring flexibility for working parents as well as prioritizing infrastructural development to relieve women of household responsibilities"*.

Additionally participant (LL1) also that *"governments and the enterprises have an important role in alleviating some unpaid work burdens through provision of childcare, ensuring flexibility for working parents as well as prioritizing infrastructural development to relieve women of household responsibilities"*

Another participant (WM1) as well said that *"there is need to include promote community dialogue and organizing mothers' and fathers' clubs, supporting girls' clubs and empowerment programmes in schools and communities are also a common element of anti-teenage pregnancy programming"*.

Participants WM2, RK1 and RK2 also added that *governments and the enterprises have an important role in alleviating some unpaid work burdens through provision of childcare, ensuring flexibility for working parents as well as prioritizing infrastructural development to relieve women of household responsibilities"*.

The above expressions indicate that governments and the enterprises have an important role in alleviating some unpaid work burdens through provision of childcare, ensuring flexibility for working parents as well as prioritizing infrastructural development to relieve women of household responsibilities and even during documentary analysis, promoting community dialogue and organizing clubs was a frequently quoted intervention.

CHAPTER FIVE

DISCUSSION OF RESEARCH FINDINGS

5.1 Introduction

The study was about the effect of gender inequality on women's employment in Kachumbala sub county of Bukedea district and the findings of the study were presented in accordance with study objectives identified earlier. This chapter presents the discussion, conclusions and recommendations about the research study.

5.2 Discussion

The discussion of the findings is presented as below:

5.2.1 Factors contributing to gender inequality in employment

Participants of the study were asked to identify factors contributing to gender inequality and their responses were: gender inequality in organizations is a result of discriminatory policies and decision making practices that can be seen in organizational structures, effect of hostile and benevolent sexism has contributed to gender inequality in employment, employment policies that are inherently biased against a group of people regardless of their job-related knowledge, skills, abilities, and performance can be termed institutional discrimination and is one of the factors contributing to gender inequality in employment and if employers with more formal job ladders dictate and constrain workers' promotion opportunities, women are less likely to advance is persistent gender inequality in employment.

The findings of the study revealed that gender inequality in organizations is a result of discriminatory policies and decision making practices that can be seen in organizational structures. This is accordance with Abed et al., (2020) who reported that gender inequality in organizations is a result of discriminatory policies and decision making practices that can be seen in organizational structures.

Findings also revealed that effect of hostile and benevolent sexism has contributed to gender inequality in employment. This is in line with Newton and Omondo et al., (2021) who reported that effect of hostile and benevolent sexism has contributed to gender inequality in employment.

Additionally the study found out that employment policies that are inherently biased against a group of people regardless of their job-related knowledge, skills, abilities, and performance can be termed institutional discrimination and is one of the factors contributing to gender

inequality in employment. This is in line with the study findings of the World Bank (2018) where it was revealed that employment policies that are inherently biased against a group of people regardless of their job-related knowledge, skills, abilities, and performance can be termed institutional discrimination and is one of the factors contributing to gender inequality in employment.

Lastly, study findings revealed that if employers with more formal job ladders dictate and constrain workers' promotion opportunities, women are less likely to advance is persistent gender inequality in employment. This is in line with Ojangole et al, (2017) who also pointed out that if employers with more formal job ladders dictate and constrain workers' promotion opportunities, women are less likely to advance is persistent gender inequality in employment.

5.2.2 How gender inequality affect women's employment

Participants were asked to mention how gender inequality affected women's employment in Kachumbala Sub County in Bukedea district and their responses were that some examples of how workplace discrimination negatively affects women's earnings and opportunities are the gender wage gap and this workplace discrimination contributes to women's lower socio-economic status, because women are associated with lower status and men with higher status, women experience backlash for pursuing high status roles (e.g., leadership) in the workplace, gender inequality can have worse effect on women's employment as gender stereotypes can affect employment related decisions, gender inequality has an impact on women's employment as many people still perceive women as a weak gender that can't perform at the same level with men.

The findings of the study revealed that some examples of how workplace discrimination negatively affects women's earnings and opportunities are the gender wage gap and this workplace discrimination contributes to women's lower socio-economic status. This is in line with Kedy a et al., (2017) which reported that some examples of how workplace discrimination negatively affects women's earnings and opportunities are the gender wage gap and this workplace discrimination contributes to women's lower socio-economic status.

The study findings also revealed that because women are associated with lower status and men with higher status, women experience backlash for pursuing high status roles leadership) in the workplace. This was in line with the study conducted by Onyango et al., (2019) who

reported that because women are associated with lower status and men with higher status, women experience backlash for pursuing high status roles (e.g., leadership) in the workplace.

Additionally, findings also show that gender inequality can have worse effect on women's employment as gender stereotypes can affect employment related decisions. In support of this finding, Tumusiime and Johns et al, (2017) argued that gender inequality can have worse effect on women's employment as gender stereotypes can affect employment related decisions.

Besides that above, the study findings revealed that gender inequality has an impact on women's employment as many people still perceive women as a weak gender that can't perform at the same level with men. This is in agreement with the findings of Nuwagaba et al, (2019) who reported that gender inequality has an impact on women's employment as many people still perceive women as a weak gender that can't perform at the same level with men.

5.2.3 Ways forward on how to do away with gender inequality without women discrimination

Participants were asked to mention the ways forward of how to do away with gender inequality without women discrimination and their responses included skills development for women and girls' education may help prevent gender inequality in employment, improving women's access to resources may help prevent gender inequality in employment, making unpaid women work visible and giving it value and governments and the enterprises have an important role in alleviating some unpaid work burdens through provision of childcare, ensuring flexibility for working parents as well as prioritizing infrastructural development to relieve women of household responsibilities.

The findings of the study revealed that skills development for women and girls' education may help prevent gender inequality in employment. This revelation is in line with the findings of Senkole et al, (2017) who argued that skills development for women and girls' education may help prevent gender inequality in employment.

Besides the above, the study finding show that improving women's access to resources may help prevent gender inequality in employment. In support of this finding, Kaumba and Edwards (2020) pointed out that improving women's access to resources may help prevent gender inequality in employment.

Further, findings show that making unpaid women work visible and giving it value and governments and the enterprises have an important role in alleviating some unpaid work burdens through provision of childcare. This is in agreement with Mwiti et al, (2015) who also said that that making unpaid women work visible and giving it value and governments and the enterprises have an important role in alleviating some unpaid work burdens through provision of childcare.

Study findings further show that governments and the enterprises have an important role in alleviating some unpaid work burdens through provision of childcare, ensuring flexibility for working parents as well as prioritizing infrastructural development to relieve women of household responsibilities. This is in line with the findings of Basil et al., (2017) study which reported that governments and the enterprises have an important role in alleviating some unpaid work burdens through provision of childcare, ensuring flexibility for working parents as well as prioritizing infrastructural development to relieve women of household responsibilities.

CHAPTER SIX

CONCLUSIONS AND RECOMMENDATIONS

6.1 Introduction

In accessing the effect of gender inequality on women's employment in Kachumbala Sub County of Bukedea District, below are the conclusions and recommendations in accordance with study objectives identified earlier.

6.2 Conclusions

From the findings of the study, the following conclusions were made:

As revealed in the findings of the study, gender inequality in organizations is a result of discriminatory policies and decision making practices that can be seen in organizational structures.

Study findings also show that the effect of hostile and benevolent sexism has contributed to gender inequality in employment, employment policies that are inherently biased against a group of people regardless of their job-related knowledge.

The researcher also found that skills, abilities, and performance can be termed institutional discrimination and is one of the factors contributing to gender inequality in employment.

It was also noted in study findings that if employers with more formal job ladders dictate and constrain workers' promotion opportunities, women are less likely to advance is persistent gender inequality in employment.

As noted in the study findings, gender inequality can affect women in several ways such as some examples of how workplace discrimination negatively affects women's earnings and opportunities are the gender wage gap and this workplace discrimination contributes to women's lower socio-economic status.

The study also found that because women are associated with lower status and men with higher status, women experience backlash for pursuing high status roles (e.g., leadership) in the workplace.

Findings also show that gender inequality can have worse effect on women's employment as gender stereotypes can affect employment related decisions.

Gender inequality has an impact on women's employment as many people still perceive women as a weak gender that can't perform at the same level with men.

The study also identified several ways forward on how to do away with gender inequality without women discrimination such as skills development for women and girls' education may help prevent gender inequality in employment.

The study also found that improving women's access to resources may help prevent gender inequality in employment.

The findings of the study also revealed that making unpaid women work visible and giving it value and governments and the enterprises have an important role in alleviating some unpaid work burdens through provision of childcare.

Ensuring flexibility for working parents as well as prioritizing infrastructural development to relieve women of household responsibilities and this was mentioned in the study findings.

6.3 Recommendations

From the study findings and conclusions of the research study, the researcher gave the following recommendations:

Government should build the capacity of equal opportunities commission so that the agency is able to fight gender inequality at work places.

Government should ensure that gender mainstreaming strategies in every employment policy area will need to address one of the most difficult barriers to women progressing towards decent work – unpaid work. For example a skills development and human resource development policy would need to develop strategies and targets to ensure women are able to access training in spite of family responsibilities.

Employers should mainstream gender in policy formulation as this may help prevent gender inequality in employment.

6.4 Areas for further research

Role of Government in building equal opportunities.

Role of Government in ensuring gender mainstreaming strategies

Causes of gender inequality in the society

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APPENDICES

Appendix I: Consent Letter

Dear Respondents

Re: Request to participate in the interviews

I am **AKAYO ESTHER** a student of Uganda Christian University pursuing Bachelor's Degree of social work and social administration and am currently undertaking a research on a topic '*effect of gender inequality on women empowerment in Kachumbala sub-county, Bukedea District*'. You are kindly requested to participate in this research and your selection to this effect has been based on random basis. Please feel free as you respond to the study questions because the information you are to give will only be used for academic purposes, confidential and will be held anonymous before any publication.

Thank you

.....

Appendix II: Interview Guide

SECTION A: REpondent'S BIO – DATA

INSTRUCTIONS

Please fill in the blank spaces or tick (√) in the boxes provided where necessary.

1. Name: (optional)
2. Age: 15 – 30 31 – 45 46 – 60 60 +
3. Sex: Male Female
4. Marital status: Single Married Divorced Separated Widowed
5. Location:
Cell Parish
- Sub – County
6. Levels of education:
None Primary Secondary Tertiary and above
Other (please specify)
7. Religion: Protestant Catholics Muslims Born again
Others (please specify).....

Appendix III: Interview guide for local leaders, women and residents of Kachumbala Sub-County

1) What is your occupation?

.....
.....

2) What challenges do women face?

.....
.....

3) Explain the rationale for gender inequality?

.....
.....

4) Identify the factors contributing to gender inequality in employment in Kachumbala Sub County in Bukedea District.

.....
.....

5) To explore how gender inequality affect women's employment in Kachumbala Sub County in Bukedea District.

.....
.....

6) How can gender inequality of women be improved through employment in Kachumbala Sub County in Bukedea District?

.....
.....

7) What are the ways to do away with gender inequality without women discrimination in Kachumbala Sub County in Bukedea District?

.....
.....

Appendix IV: Document review checklist on the effect of gender inequality on women's empowerment

- 1) Employment records
- 2) Records from women groups/associations
- 3) School reports
- 4) Local government reports

Appendix V: Work Plan Schedule

S/No	ACTIVITY	DURATION
01	Developing questionnaires	2 weeks
02	Data collection	1 week
03	Data processing and analysis	1 week
04	Writing draft and final report	1 week
05	Submission of the report	1 week
	Total Duration	2 (Two Months)

Appendix VI: Budgetary Estimates

S/No	ITEM (S)	Quantity (Qty)	Unit cost (Ugshs)	Total Coast (Ugshs)
01	Printing/ photo copying papers	1 ream	20,000	20,000
02	Ruled papers	1 ream	16,000	16,000
03	Flash disk	1 (2GB)	40,000	40,000
04	Pens, pencil and note book	Assorted	10,000	10,000
05	Photocopying expenses	45 PAGES	@100	4500
06	Word typesetting expenses	45 PAGES	@1000	45,000
07	Spiral binding expenses	3 BOOKS	@5000	15,000
08	Airtime		10,000	10,000
09	Transport expenses		50,000	50,000
10	Contingency		50,000	50,000
11	TOTAL			266,000



Office of the Academic Registrar

To THE SACAO
KACHUMBALA SUBCOUNTY

Dear Sir/Madam,

Re: Academic Research

Christian greetings!

We are honored to introduce to you Mr. Mrs./Miss AKAYO ESTHER

Of Registration Number; S22/MUC/BSW/004 pursuing a Masters' Degree/Postgraduate Diploma / Bachelor's Degree SOCIAL WORK SOCIAL ADMINISTRATION

He/ she is required to carry out an academic research on the topic

THE EFFECT OF GENDER INEQUALITY ON WOMEN'S EMPLOYMENT IN KACHUMBALA SUBCOUNTY, BUKEDA DISTRICT

and thereafter produce a well bound hard cover research report (MAROON) in color for undergraduate and three (BLACK) copies for Postgraduate students as a University requirement for the award of a degree/diploma in the academic discipline that he / she is pursuing.

We shall be grateful for the help you may offer to him or her accordingly.

Thank you.

Yours faithfully,

Mr. Akampurira Timothy

Academic Registrar



CAD
I am confirming availability
of a vacancy for field work
placement

Senior Assistant Secretary
Kachumbala Sub-county
Bukedea District