

**THE EFFECT OF WOMEN EMPOWERMENT AND REALIZATION OF THEIR
RIGHTS: A case study of Nasuti Sub-County, Mukono District**

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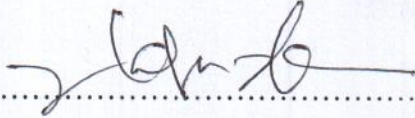
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APPROVAL

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29 SEP 2023 29 Sept 2023



MR. KABANDA LEWIS

DEDICATION

This dissertation is dedicated to my family who has tirelessly and generously supported me financially and morally from childhood all through life most especially my parents. You have been a great source of inspiration to me. God bless you all!

ACKNOWLEDGEMENT

To the Lord Jesus I give all the glory. A Special thanks to my parents who have been there for me since day one. I love them so Much!

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May the good Lord reward you richly.

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LIST OF ABBREVIATIONS

| | | |
|-------|---|--|
| BPfA | : | Beijing Platform for Action |
| DEVAW | : | Declaration on Violence against Women |
| SDGs | : | Sustainable Development Goals |
| SHASA | : | Strategy for Harmonization of Statistics in Africa |
| EAC | : | East African Community |
| IGAD | : | Inter Government Authority on Development |
| MDG | : | Millennium Development Goal |
| UWEP | : | Uganda women entrepreneurship program |
| WHO | : | World Health Organization |
| NGOs | : | Non Government Organizations |

ABSTRACT

This study investigates the Relationship between the Promotion of Women's Empowerment and the Realization of their Rights in Nasuti Sub-County, Mukono District. The research assesses the perspectives of respondents on key statements related to women's empowerment and rights. The findings from Table 4.5 indicate that a significant proportion of respondents strongly agree that women have equal opportunities as men and that opportunities for women have been established to promote their empowerment and rights. However, the study also reveals a lack of consensus on whether the provision of capital to women effectively promotes empowerment and rights. Additionally, the study explores possible solutions to the challenges facing the promotion of women's empowerment and realization of their rights in the same region. Table 4.6 illustrates that enhancing women's skills and providing them with education and capital are perceived as viable solutions. However, there is uncertainty among respondents regarding the importance of proper sensitization. Furthermore, the research identifies the major challenges hindering women's empowerment and rights in Table 4.7. Respondents strongly agree that increasing ignorance among men and negative perceptions about women's education are significant challenges. Unequal access to education is also recognized as a key barrier, while domestic violence is acknowledged as a concern but not universally agreed upon. This study concludes by emphasizing the importance of addressing these challenges to enhance women's empowerment and rights in Nasuti Sub-County, Mukono District. It suggests that efforts should focus on providing women with skills and education, dispelling negative perceptions, and addressing gender-based violence. These findings have implications for policy and program development to promote gender equality and women's rights.

CHAPTER ONE

Background of the study, statement of the problem, general objectives

1.0 Introduction

This chapter presents the background of the study, problem statement, purpose of the study, specific objectives..

1.1 Background of the study

Women empowerment is defined as promoting women's sense of self-worth, their ability to determine their own choices and their right to influence social change for themselves and others. Davis (2016) notes that it is closely aligned with female empowerment a fundamental human right that also key to achieving a more peaceful and prosperous world.

At the global level, the overarching development framework supporting the mainstreaming of gender in Uganda is the 1995 Beijing Platform for Action (BPfA). This is in addition to the UN Declaration on Violence against Women (DEVAW, 1993), the 2015 Sustainable Development Goals (SDGs) specifically Goal number 5 which aims to achieve gender the sub regional level,

In western countries, female empowerment is often associated with specific phases of women's rights movement in history. This movement tends to be split into three waves, the first beginning in the 19th and early 20th century where suffering was a key feature. The second wave was of the 1960s included the sexual revolution and the role of women in society. The third wave feminism is often seen as beginning in the 1990s. Christopher (2019)

Women's empowerment and promoting of women's rights have emerged as part of a major global movement and is continuing to break new ground in recent years. Days like international women's empowerment are gaining momentum.

The women's empowerment was created in collaboration between the un global compact and the UN women, these principals are used to empower women in the market place, workplace and community. These were in principals such as: creating high level corporate leadership for gender

equality, treating all people fairly at work, respecting and supporting non-discrimination and human rights, ensuring the health wellbeing and safety of all workers, whether male or female, promoting education, training and professional development for women, implementing supply chain, marketing practices enterprise development that empower women. McGregor (2018)

Anthony (2020) notes that world vision has empowered many women globally through advocating for their better health, education. Women and girls have been supported, gained opportunities to speak up for their rights, and also to advocate for their communities. They have been able to rise in social standing and they are now feeding this in to future generations.

The African Agenda 2063 and the Strategy for Harmonization of Statistics in Africa (SHASA) places emphasis on women and girls' empowerment the East African Community (EAC) Treaty (2000) and the Inter Government Authority on Development (IGAD) Gender Policy and Strategy (July 2004) in addition to the National Development Plan (NDP II) at national level. All these development frameworks require production of gender responsive statistics for effective reporting on progress of inclusive political participation

The African Continent has demonstrated commitment to promoting gender equality and empowerment of women. Almost all countries have ratified the convention on the elimination of all forms of discrimination against women. More than half have ratified the African Union's protocol on the rights of women in Africa. Other milestones include the African Union's declaration of 2010-2020 as the African Women's decade. mark (2018)

Kelvin (2017) notes that through regional offices in Dakar and Nairobi and a number of country and multi-country offices, UN women's programmes tailored to individual countries, in close collaboration with Governments, the UN system and civil society with different strategies to promote women's participation in decision making such as in decision making, engagement with national electoral systems and political parties to provide equal playing field for women candidates. By supporting leadership development and assisting women Politian's in cultivating their skills.

The constitution of Uganda, of 1995 provides for equal participation of women and men politics. In previous centuries, women were not influential in decision making. However, after the establishment of the Millennium Development Goal (MDG) on gender equality, seats held by women in national parliament, focus has shifted to women's political participation. Similarly, the ascendancy of "good governance" agenda has increased the interest of the international development community in the role of women within Governance and the need to strengthen women's political participation. The Government of Uganda has tried its best to empower women, through supporting programs like goal child education, fight against domestic violence, the government has also empowered women through UWEP (Uganda women entrepreneurship program) this has been done to ensure that women can get their own money to sustain better living among others

1.2 Problem Statement

In Nasuuti Sub-County of Mukono District, the empowerment of women and the realization of their rights have encountered various challenges that hinder the progress towards gender equality. Despite global efforts and advocacy, there exists a notable disparity between the intended goals and the current status of women in this rural setting. Women continue to face limited access to education, economic opportunities, healthcare, and decision-making positions. Discriminatory cultural norms, lack of awareness about legal rights, and inadequate support systems further exacerbate their disadvantaged position. This situation underscores the need to comprehensively assess the factors contributing to the existing gender disparities and to explore strategies for effective women's empowerment and rights realization within the local context. In an ideal scenario, Nasuuti Sub-County should exemplify an environment where women are actively empowered and have their rights recognized and respected. This would involve equitable access to quality education, economic opportunities, healthcare, and political representation. Women's voices and perspectives should play a significant role in community decision-making processes, and there should be a heightened awareness of legal rights among both women and the broader society. Gender stereotypes and discriminatory norms should be challenged and gradually replaced with an ethos of inclusivity and equal participation. Such a transformation would not only uplift the status of women but also contribute to the overall development and prosperity of the community. The prevailing lack of women's empowerment

and their limited realization of rights in Nasuuti Sub-County have dire consequences for both individuals and the community as a whole. The perpetuation of gender inequalities restricts half of the population from fully contributing to economic growth, sustainable development, and social progress. Women's untapped potential hampers the community's overall advancement by limiting innovation and diversification. Furthermore, the continued marginalization of women can lead to cycles of poverty, compromised health outcomes, and reduced educational attainment for future generations. The social fabric of the community is also affected as unequal power dynamics can contribute to increased domestic violence, mental health issues, and strained family relationships. It is upon such a state that the researcher wants to carry out a study on promotion of women empowerment and realization of their rights in Nasuuti Sub-County Mukono District.

1.3 General Objective

The general objective of this research is to comprehensively analyze the effect of women's empowerment and the realization of their rights in Nasuuti Sub-County, Mukono District. This study aims to investigate the current status of women's empowerment, their awareness of rights, and the existing challenges and opportunities within the local context. Through a systematic examination of these factors, the research seeks to provide insights that contribute to a deeper understanding of the dynamics surrounding women's empowerment and rights realization, and to offer recommendations for fostering more equitable and inclusive development in the sub-county.

The study will be guided by the following specific objectives:

1. To examine the relationship between women empowerment and realization of their rights in Nasuuti Sub-County Mukono District.
2. To examine the challenges facing women empowerment and realization of their rights in Nasuuti Sub-County Mukono District.
3. To analyze possible solutions to challenges facing women empowerment and realization of their Rights in Nasuuti Sub-County Mukono District.

1.3.1. Research hypothesis

There is a relationship between promotion of women empowerment and realization of their rights

1.4 Scope of the study

The scope of this study will be in form of content scope, geographical scope and time scope.

1.4.1. Content scope

The content scope of this study will concentrate on promotion of women empowerment and realization of their rights. It will center on the following objectives: to investigate the challenges facing women empowerment and realization of their rights, to investigate possible solutions to challenges facing promotion of women empowerment and realization of their Rights in Nasuuti Sub-County Mukono District, to investigate possible solutions to challenges facing promotion of women empowerment and realization of their Rights in Nasuuti Sub-County Mukono District.

1.4.2. Geographical scope

The study will be carried out in Nasuuti Sub-County Mukono District central Region of Uganda. It will be carried out in the parishes of Bukerere, Nyenje and Nantabulirwa.

1.6.3. Respondent scope

The study will consider respondents within Nasuuti Sub-County Mukono District; they will comprise of NGOs, women, residents of Goma and lastly local leaders.

1.4.4. Time scope

The study will consider a time scope of three month ranging from July –September 2023. The researcher will consider this time because it will be enough for her to analyze past data and come up with reliable data in relation to promotion of women empowerment and realization of their rights.

1.5 Significance of the study

Local Empowerment the study will directly impact the lives of women in Nasuuti Sub-County by shedding light on the specific challenges they face and proposing actionable solutions. It will also provide a roadmap for local policymakers and organizations to design targeted interventions that promote women's empowerment and rights realization.

Informed Decision-Making: The findings of this research will serve as a valuable resource for local government authorities, NGOs, and community leaders. By presenting evidence-based insights, it will help these stakeholders make more informed decisions about policies, programs, and initiatives related to women's empowerment and gender equality.

Community Awareness: The study will also raise awareness among both women and men in Nasuuti Sub-County about the importance of women's empowerment and the realization of their rights. Increased awareness will lead to attitudinal shifts, decreased gender-based discrimination, and enhanced community support for gender equality initiatives.

Advancing Gender Equality: Through its focus on women's empowerment and rights realization, the research aligns with the global goal of achieving gender equality. By highlighting the barriers and opportunities within Nasuuti Sub-County, the study contributes to the broader efforts to create a more equitable society.

Conceptual frame work

Independent Variables

Promotion of women empowerment

- Increased access to education
- Better access to health
- Increase in political participation
- Improved decisions

Dependent Variable

realization of their rights

- Education
- Health
- Economic participation
- Political participation
- Decision making at household

CHAPTER TWO

2.0 INTRODUCTION

In this chapter the researcher will review literature in relation to the effect of women empowerment and realization of their rights in Nasuuti sub-county Mukono district

Nasuuti Sub-County, nestled within Mukono District, is emblematic of numerous rural regions where women's empowerment and rights realization remain areas of concern. While progress has been made on various fronts, it is crucial to recognize that deeply entrenched sociocultural norms, economic disparities, and institutional inefficiencies can hinder the advancement of women in both personal and collective capacities. The disparities and difficulties faced by women in this geographical area warrant a comprehensive investigation in order to inform strategies and policies that can lead to a more equitable and inclusive society.

2.1 Relationship between women empowerment and realization of their rights

Sarah C (2018) asserts that there is a positive relationship between promotion of women empowerment and realization of their rights. She admits that making women have the same play ground as men helps them to compete favorably politically among other things in the country.

Abenakyo et al (2017) noted that provision of capital to women groups allows them to share and exchange information, ideas and innovation which builds consensus among the groups representing diverse interests which helps women diversify the way they do business within different communities.

Different writers have described women's empowerment in various ways but all point towards one direction which is the assumption of power or ability by women to address their needs. For instance, Longwe & Clark (1994) perceives it as a means to overcome barriers to women's equality with men especially in patriarchal societies. For instance, Safihios-Rothschild (1985) attributed women's invisibility in agriculture to patriarchal values that rigidly sustains powerful male supremacy. According to Mayoux (2000) women assuming the ability to identify their aspirations and strategies for change besides gaining skills and resources to achieve these aspirations constitutes their empowerment. In addition, women's empowerment is viewed as a

process that increases women's choices or ability to make choices about their life and the environment they live in (Allendorf, 2007; Mehira, 1997; Kabeer, 1999). Aspirations or needs that women strive to achieve have been classified into two categories by Moser who developed a framework for analysing these needs. The categories are practical and strategic gender needs which arise from inequalities that exist between men and women. Societies prescribe gender roles based on sex hence the condition of the people arising from the gender division of labor result into practical gender needs (Taylor, 1999).

Davis (2016) in his study about the effect of opportunity creation noted that many Governments in the world have tried to create opportunities for women which opportunities have given them chance and exposure which have improved on their earnings, improved on their standings of living and women earnings.

A new World Bank report, gender at work emphasizes the need for multidimensional assessments of gender equality in the world of work. Mary 2016 notes that gender equality ensures that women are given opportunity to compete well in the business world with men this is because men in most cases are given opportunities as compared to women therefore she notes that gender equality plays a role of giving women a chance to participate in many activities.

According to March, Smyth, & Mukhopadhyay (1999), Moser argued that women and men differ in terms of their needs as two different gender groups due to the subordinate position of 11 women. The subordinate position of women limits their ability to effectively indulge in socioeconomic activities. These limitations are what Moser terms strategic gender needs. Importantly, as Percy (1999) argued, differences also exist within women themselves since they are not a heterogeneous social group. These differences need to be taken into account when identifying or analysing gender needs in designing women's empowerment programmes (Mosedale, 2005). The need to address both practical and strategic gender needs have been recognised but the challenge still remains minimal efforts to translate paperwork into practice in terms of integrating women's issues into the mainstream of agricultural development (Razavi & Miller, 1995). Longwe's Women's Empowerment Framework illustrates Moser's perspective of gender needs. For instance, the framework recognizes that women's strategic gender need entails assuming control over decision making on certain productive resources. Attainment of strategic

gender needs is the highest level of empowerment on the framework (March, Smyth, & Mukhopadhyay, 1999). To achieve this level, women's subordinate position in the society has to be challenged so that they are recognized as development stakeholders. Mosedale (2005) argued that third parties cannot be given the responsibility to empower women but they themselves should claim it. Similarly, Sharp et al (2003) noted the importance of women themselves perceiving that they can ably assume roles ascribed to men rather than depending on development agents to address their strategic needs.

2.2. Challenges facing promotion of women empowerment and realization of their rights

Davis (2019) notes that women have multiple roles, being responsible not only for food production but also processing and domestic chores, income generating and care dependants, their long periods of repetitive work can be a source of fatigue and poor occupational health. Further discrimination of skills and family care obligations mean those women's time commands for many people in communities and the women themselves not to fight for their rights.

The burden of work and related health problems has profound effects on productivity and on economic and on economic social well-being many of the health problems faced by women are related to non-favorable human rights. Chris (2019) notes that many women subjects of domestic violence. Even participatory types of appraisal rarely go into necessary positions WHO (2018) this greatly shows that many women's rights are negatively being affected since men feel they are superior to them.

In the Democratic Republic of Congo, the extent of rape and sexual and gender-based violence has been greatly documented, and reports continue of atrocities in other parts like the most recent reports of UN peacekeepers in the Central Africa Republic. It is a glaring omission therefore when violence against women is omitted from any framework intending to deliver development outcomes. It is in fact an indictment on international processes that years after the passing of UN Security Council Resolution 1325 (2000) there is still a marked absence of women at the negotiation table; for example, out of 61 peace agreements concluded between August 2008 and March of 2012, women were signatories to a meager two. Women's structural exclusion from peace talks has significant consequences for the extent to which issues of concern to them – such

as violence against women or women's citizenship rights are addressed (UN Women, Citation2012)

George R. (2018) asserts that capital is an important characteristic of any community and its people and it is one of the components of the assert pentagon of sustainable livelihood framework. A study carried out in Masindi and home districts in Uganda to assess the relationship between women empowerment and realization of their rights found out that many people and cultures have negative perceptions about women education which greatly affects women empowerment. Destiny (2020) further asserts un educated women are ignorant about their rights.

Gertrude M (2020) in her study carried out in South Africa described that with increasing ignorance among men in different parts of the world as well as thinking that they are more powerful than women and that women can't do what men can is another big challenge facing women empowerment.

Many scholars have noted that empowering women with skills helps them stay committed to the business. James (2016) noted that entrepreneurs play a key role in any economy, business skills are essential to keeping an organization running smoothly Sharon (2016) asserts that skills enable women entrepreneurs to run business smoothly. She further asserts that these skills help entrepreneurs to understand the internal and external factors that impact the success and progress of their entrepreneurship business. And financial skills help women entrepreneurs to be more committed to the business and he asserts that this helps women to have more business because they can easily understand what is in the business world which builds on their interest to run the business thus improving on their commitment to the business.

McKinsey in his research noted that entrepreneurs who exhibit different skills may be poised to command higher sales and job stability. Godwin (2018) asserts that empowering women with such skills enables them to reduce entrepreneurship business challenges and difficult which in the end helps them get committed to their business.

A City square associate's study of past HBS online participants demonstrated the value of a foundation of skills to business entrepreneurs to business commitment. This research showed that 90 percent of the respondents who had acquired some skills in business had improved confidence, 89 percent sharpened their business acumen this really shows that skills gained by workers builds on their confidence to run entrepreneurship businesses.

Many experts in the business world agree that provision of skills is a guarantee of commitment of women to the business because this enables entrepreneurs to do better business with improved skills which makes the business enjoyable. Alvin (2017) further asserts that more profits are realized which improves on their standards of living of women and commands for their respect.

Michel(2017) noted that communication is very important to any business person. She asserted that anyone doing entrepreneurship business needs to have good communication skills to enable them easily communicate to their customers. James K 2018 noted that communication is what makes a business successful fail he there asserts that provision of such skills to business is of great help for the people working there to be committed.

2.3. Possible solutions to challenges facing promotion of women empowerment and realization of their Rights

Davis (2019) assets that sanitization of people to change their perceptions most especially those who think that women can't have the same grounds like men can greatly help to change their perceptions. Christopher (2018) in a study carried out in Kenya found out places where sensitization has been done, people most especially women have begun to benefit from proper sensitization.

Microcredit programmes, many targeting women and claiming to empower them, have become extremely popular among donors and NGOs in recent years. The change in development policies from the focus on women's active role in production as a means to more efficient development, 12 to the approach of women's empowerment through women organising for greater self-reliance, has also meant a change in policies for the enhancement of women's economic role.

The focus has changed from providing grants to financial assistance to women through the establishment of special credit schemes. Credit schemes are seen as having the potential to link women with the formal banking sector and thereby integrating women in mainstream development (Von Bülow et al, 1995). Many credit schemes aimed at women attempt to follow the model of well-known micro-credit providers such as the Grameen Bank. The problems of high administration costs and lack of collateral of small-scale women borrowers are overcome by establishing borrower solidarity groups based on joint liability

For credit and income generation programmers to have a positive impact on women's empowerment, they need to move away from a framework where women are the passive recipients of a service. Using borrower groups as the basis of social development activities can broaden the scope of credit programmers from a narrow focus on individual economic self-reliance. For example, BRAC offers paralegal training, health and family planning facilities, and non-formal primary education to its members. Women's NGOs may offer training which is better tailored to overcome gender-specific constraints to assertiveness, confidence and power within households and the local community, and make consciousness-raising a central programmer component. Thangemara Mahila Sebujsengastha (TMSS) a women's NGO in Bangladesh, pursues cases through the local courts of illegal divorce, deprivation of inheritance rights, default on maintenance payments and rape (Goetz and Gupta, 1996).

Links between empowerment and health in general and specifically for women are receiving growing recognition. Research has highlighted the relationship between powerlessness and susceptibility to ill-health, and the health-enhancing capability of empowerment, defined as control over destiny, at both individual and community levels (Wallerstein, 1993).

These links are also gaining recognition in international development agencies. For example, a WHO position paper on health education links community participation to empowerment as a means of promoting healthier individuals and environments (WHO, 1991). The WHO position paper on women's health produced for the Fourth World Conference on Women, Beijing states the empowerment of women is a fundamental prerequisite for their health.

One important approach to supporting women's empowerment is the promotion of the participation of women in formal politics, alongside support to broad programmes of democratization and good governance with a strong focus on developing civil society. This includes promoting women in government and national and local party politics as well as supporting women's involvement in NGOs and women's movements.

In 1994, only 5.7 per cent of the world's cabinet ministers were women (UN, 1995b: 151). In government, women in decision-making positions tend to be concentrated in social, law and justice ministries. Fewer women are to be found in chief executive and economic areas. This poor representation is in spite of the fact that women are found in large numbers in lower-level positions in public administration, political parties, trade unions and business, who could potentially serve as representatives at higher levels (Karl, 1995).

There are a range of possible mechanisms to increase women's participation in political life which have had varying degrees of success including: reform of political parties; quotas and other forms of affirmative action; training to develop women's skills and gender sensitivity; work with women's sections of political parties; and the development of women's political organisations.

Christopher (2018) in study carried Zambia found out that empowerment of girl child through education has greatly made many women to realize what their rights ought to be in different communities. Joan (2020) further asserts that as of today women can now be able to challenge men in courts of law if mistreated in any way or another. Maurice (2015) further asserts domestic violence among families where women have been educated has greatly dropped the level of domestic violence and changed men's perceptions about certain things.

Derrick (2018) further provision of capital to women to also be able to meet their own needs in the community is of great role, in study by WHO (2016) it was found out 80% of educated women who possess some capital of their own today have respect from people from their communities and their husbands and this has resulted to reduced disrespect of women human rights.

A report by experts on how to empower women by many experts in the business world agree that provision of skills is a guarantee of commitment of women to the business because this enables entrepreneurs to do better business with improved skills which makes the business enjoyable. Alvin (2017) further asserts that more profits are realized which improves on their standards of living of women and commands for their respect

CHAPTER THREE

METHODOLOGY

3.0 Introduction

This chapter presented the research methodologies that were used to conduct the study. They comprised of research design, population of the study, sample size, data collection methods, reliability, validity of the study and ethical considerations.

3.1 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. Yin (2013), also defines a research design as a logical sequence that connects empirical data to a study's initial research questions and to its conclusions. This study will adopt a cross sectional research design. The study intends to utilize both quantitative and qualitative methods of data collection for purposes of drawing valid conclusions. The design will specifically use questionnaires, interview guides, and descriptive statistics for perfect presentation, analysis, discussion and conclusion of results.

3.2 Study Population

A population is defined as the total collection of elements about which was wish inferences (*Stillwell and Clarke, 2011*). It is the subject such as person, an organization, customer database, or the amount of quantitative data on which the measurement is being taken (*Prskawetz, 2009*). For this study, the researcher will consider a population of 66 respondents based in Goma Sub-County Mukono District. These will include; Residents of Goma, local area leaders, women Groups, support agencies to women, and lastly teenage girls in high school.

3.3 Sample size

The study considered a sample size of 48 respondents in analyzing public promotion of women empowerment and realization of their rights. It used both quantitative and qualitative techniques. Purposive and Simple random sampling techniques was used during data collection.

3.4 Sampling procedures and techniques

A sampling method is a procedure used for selecting sample members from a population (Amin, 2005). The researcher used simple random sampling, convenient sampling and purposive sampling methods to select the respondents.

3.4.1 Simple random sampling

Simple random sampling was used to select women Groups and Residents of Goma Sub-County. The researcher chose this group of people using simple random sampling method because they were category in the study area.

3.4.2 Convenient sampling

Convenient sampling was used to select teenage girls in high school. The researcher moved from one class to other interviewing teenagers until they reached the required sample size proposed.

3.4.3 Purposive sampling

Purposive sampling technique is a non-probability sampling method where by a researcher selects a number of objects that possess features of interest from a given population to form part of the sample (Haruna, 2010). Purposive sampling was used on local area leaders and Support agencies to women.

3.5 Data collection instruments

The data collection instruments in this study include questionnaires, interview guides and focused group discussions.

3.5.1 Questionnaire

As justified by Amin (2005), a questionnaire is a carefully designed instrument for collecting data in accordance with the specifications of the research questions. It consists of a set of questions to which the respondents respond in writing. The researcher used closed ended questionnaires for local area leaders, and teenage girls. This tool for data collection was used

because respondents can easily express themselves with no interference from the researcher and they can easily read and answer.

3.5.2 Interview Guide

According to Berg (2014), an interview is a conversation where a researcher tries to get information from the interviewee and records it by him/herself. The researcher used structured face to face interviews as they are easily adaptable and effective in data collection. The researcher used interview schedule to guide the discussions with Residents of Nasuuti Sub-County Mukono.

3.5.3. Focus group discussion.

According to Krugger and Casey (2000) focused group discussion is a form of qualitative research in which a group of people are asked questions about their perceptions, opinions, beliefs, and attitudes towards a product, service, concept, advertisement, idea. This method was used because the researcher can interact with the participants, pose follow-up questions or ask questions that probe more deeply to reveal their feelings about a given topic. Results can be easier to understand than complicated statistical data. The researcher used this method to get information from the women group's with-in Nasuuti Sub-County.

3.6 Validity and Reliability

Reliability and Validity of research instruments was carried out as below before actual research begins.

3.6.1 Validity

According to Polit& Beck (2012) validity of instrument is a degree to which an instrument measures what it is supposed to measure. In this study validity was acquired by the supervisor reading through the questionnaires, interview guide and focused group discussion guide and making the necessary corrections before using it. According to (*Mugenda 1999*), to test for validity of instruments, the instruments was presented to the supervisor for guidance. The advice,

suggestions and recommendations was incorporated in the final document of the research instruments and consequently improve the content and validity of the instruments.

3.6.2 Reliability

Reliability refers to the consistency of measurement and is frequently assessed using the test–retest reliability method (*Walliman, 2001*). Reliability is increased by including many similar items on a measure, by testing a diverse sample of individuals and by using uniform testing procedures. This study used a test-retest reliability and was measured by having the study population answer a set of questions and having them re answer the same set of questions later.

3.7 Data Collection Procedure

After the approval of the research proposal and designing of the data collection instruments, the researcher obtained an introductory letter from Uganda Business and technical Business examinations Board, introduced her to the authorities of Goma Sub-County Mukono District. The researcher then makes prior arrangements and books the respondents to provide information for the study. The then personally administers the research tools to the selected respondents. Before administering the research tools, the instructions for answering the questions were explained to the respondents and then later allow them to fill them independently. Thereafter, the researcher took the information and uses it for analysis.

3.8 Data Analysis

Data analysis is the process of creating meaning out of raw data and modeling it into information to answer research questions, test hypothesis or disprove theory (*Amin, 2005*). The analysis of data was undertaken using both quantitative and qualitative approach to interpret information from data collected with regard to the objectives of the study. Qualitative data was analyzed by Content Analysis Technique (CAT). Data obtained from different respondents was presented according to the study objectives.

3.9 Ethical Considerations

According to Mugenda and Mugenda (2014), ethical considerations deal with issues of ethics and human dignity specifically concerning informed consent, privacy and confidentiality, anonymity and researchers' responsibility during the research process.

Key informants and respondents was informed about the purpose of the study and how the information gathered was used. Adequate and clear explanation on the purpose of the study to each respondent was provided.

The requested for permission from the respondents and all Goma Sub-County authorities to obtain data for study purposes.

Respondents were treated with respect and the researcher made sure that confidentiality was maintained throughout the study by ensuring that respondents' answer the research questions confidently and without fear or biases.

CHAPTER FOUR

DATA PRESENTATION AND ANALYSIS

4.0 Introduction

This chapter is a section where data collected and analyzed was presented. The study topic was promotion of women empowerment and realization of their rights.

The statistical findings below come from data collected using questionnaires and interview guides. The data was collected from a total of 66 respondents whereby 46 filled questionnaires and 6 were interviewed face to face. The findings were presented in line with the objectives of the study whereby the raw data in form of questionnaires was edited and interpreted which ensured uniformity, legibility and consistency. The data-filled questionnaires were copied and analyzed by tallying and tabling in frequency polygons while identifying how often certain responses occurred and later evaluation was done. The information was then recorded in terms of percentages. Also, interview results were coded on frequency tables which were calculated in terms of percentages and presented in this study as illustrated below.

4.1 Response rate

Unlike expected, the study did not have a response rate of 100 percent, and thus the turn up is indicated in table 4.1 below.

Table 4.1 showing the Response Rate

| Category | Target sample | Percent |
|----------|---------------|---------|
| MALE | 25 | 54.3 |
| FEMALE | 21 | 46 |
| TOTAL | 46 | 100 |

Source: primary data 2022

According to the table above, the response rate was very good as it attained 100% results

4.2 Demographics of respondents

This section includes cross cutting characteristics of all respondents involved in the study for instance, age, marital status and more.

4.2.1 Age of respondents

The study respondents were from varying age groups as indicated in table 4.2.1 below.

Table 4.2 showing age group of respondent

| Age group | Frequency | Percent |
|-------------|-----------|---------|
| 15-25 years | 8 | 17.4 |
| 25-35 years | 17 | 36.9 |
| 35-45 years | 10 | 21.7 |
| 45-55 years | 11 | 23.9 |
| Total | 46 | 100 |

Source: primary data2022

According to findings in the table above, it can be seen that majority of the respondents were in the age group of 25-35 years with 36.9%, these were followed by those in the age group of 45-55 years with 23.9% and the minority were between 15-25% years with only 17.4%.

4.2.2 Marital status of respondents

In this study, participants were from varying marital categories and these are indicated in table 4.2.2 below.

Table 4.3 showing the marital status of respondents

| Marital status | Frequency | Percent |
|----------------|-----------|---------|
| Single | 7 | 15.2 |
| Married | 22 | 48 |
| Divorced | 8 | 17.3 |
| Separated | 9 | 19.5 |
| Total | 46 | 100 |

Source: primary data 2022

According to the findings in table 4.3 above, it was revealed that majority of the respondents were married and these represented 48%, they were followed by those who were separated – representing a total of 19.5% and the minority were those who were single who represented only 15.2%. This indicates that there is a lot of marital separation in the study area which was brought about by high poverty rates.

4.2.3 Education levels of respondents

Respondents who participated in the study were of different education levels as indicated in table 4.2.3 below.

Table 4.4 showing the education level of respondents

| Level | Frequency | Percent |
|-------------------------------|-----------|---------|
| Primary | 26 | 56.5 |
| Secondary | 14 | 30.4 |
| Institution/ university level | 6 | 13.04 |
| Total | 46 | 100 |

Source: primary data2022

Given the statistics in the table above, it is evident that the majority of the respondents were of primary education representation of 56.5%, these were followed by those of secondary level with a representation of 30.4% and the minority was institution level that were represented by

13.04. This indicated that the people in the study area are emphatic on educating their girl child with the assistance of universal primary and secondary education in the area.

4.3 The relationship between promotion of women empowerment and realization of their rights.

The study sought to investigate the. The relationship between promotion of women empowerment and realization of their rights in Nasuti .The statistics in table 4.5 below indicate the findings on this objective.

Responses where in form of ticking against statements in regards to the respondent's degree of acceptance.

Table 4.5 showing the relationship between promotion of women empowerment and realization of their rights

| Statements | SA | | A | | NS | | D | | SD | |
|--|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | <i>f</i> | <i>%</i> | <i>f</i> | <i>%</i> | <i>f</i> | <i>%</i> | <i>f</i> | <i>%</i> | <i>f</i> | <i>%</i> |
| women have the same play ground as men | 20 | 43.47 | 13 | 28.2 | 8 | 17.4 | 3 | 6.52 | 2 | 4.3 |
| provision of capital to women groups | 6 | 13.04 | 4 | 8.7 | 12 | 26.08 | 20 | 43.47 | 4 | 8.69 |
| of gender equality | 15 | 32.60 | 15 | 32.60 | 0 | 0 | 8 | 17.3 | 8 | 17.3 |
| opportunities for women | 20 | 43.47 | 16 | 34.8 | 0 | 0 | 6 | 13.04 | 4 | 8.7 |

According to table 4.5 above, the study refracted the relationship between promotion of women empowerment and realization of their rights in Nasuti Sub-County Mukono District , women empowerment and realization of their rights .43.7% agreed strongly to women having same rights with men and 28.2 % also agreed on the same point .

The findings of the study on the same note indicated that opportunities for women has also been put in place as the promotion of women and realization of their rights in Nabuti sub-county Mukono district with 43.47 people strongly agreeing 34.8 agreeing to the objective cattle.

On the contrary the finding of the study indicated 43.47% did not agree that the provision of capital to women promote women empowerment and realization of their rights

4.4 Possible solutions to challenges facing promotion of women empowerment and realization of their Rights

The study sought to investigate the major possible solutions to challenges facing promotion of women empowerment and realization of their Rights. The statistics in table 4.6 below indicate the findings on this objective.

Responses where in form of ticking against statements in regards to the respondent's degree of acceptance.

Table 4.6 Possible solutions to challenges facing promotion of women empowerment and realization of their Rights

| Statements | SA | | A | | NS | | D | | SD | |
|-------------------------------|----------|-------|----------|------|----------|------|----------|------|----------|-------|
| | <i>f</i> | % | <i>f</i> | % | <i>f</i> | % | <i>f</i> | % | <i>f</i> | % |
| Provision of skills. | 30 | 65.2 | 10 | 21.7 | 0 | 0 | 4 | 8.6 | 2 | 4.3 |
| women have been educated | 10 | 21.7 | 10 | 21.7 | 5 | 10.8 | 15 | 32.6 | 6 | 13.04 |
| proper sensitization | 6 | 13.04 | 2 | 4.3 | 20 | 43.4 | 15 | 32.6 | 3 | 6.5 |
| provision of capital to women | 20 | 43.5 | 15 | 32.6 | | | 5 | 10.8 | 6 | 13.04 |

According to table 4.6 above, the study investigated the possible solutions to challenges facing promotion of women empowerment and realization of their Rights

.The findings showed that many of the respondents believed that enhancing women with skills was major solutions to challenges facing promotion of women empowerment and realization of their Rights with 65.2 % of the respondent strongly agreeing to that factor and 21.7% being in agreement.

Secondly the findings registered that provision of capital to women was also possible solutions to challenges facing promotion of women empowerment and realization of their Rights in Mukono district.

On the contrary the findings of the study also found out the majority of the respondents were not sure proper sensitization of women in Nasuti Mukono was vital in empowerment of women and realization of their Rights, with a percentage of 43.4

Table 4.7 Challenges facing promotion of women empowerment and realization of their rights

| Statements | SA | | A | | NS | | D | | SD | |
|--|----------|-------|----------|------|----------|------|----------|-------|----------|-------|
| | <i>f</i> | % | <i>f</i> | % | <i>f</i> | % | <i>f</i> | % | <i>f</i> | % |
| Increasing ignorance among men | 30 | 65.2 | 10 | 21.7 | 0 | 0 | 4 | 8.6 | 2 | 4.3 |
| Negative perceptions about women education | 4 | 8.6 | 5 | 10.8 | 0 | 0 | 9 | 19.56 | 30 | 65.2 |
| Domestic violence | 6 | 13.04 | 2 | 4.3 | 8 | 17.3 | 20 | 43.4 | 10 | 21.7 |
| Unequal Access to Education | 20 | 43.5 | 15 | 32.6 | 0 | 0 | 5 | 10.8 | 6 | 13.04 |

According to the table 4.7 above the study investigated challenges facing promotion of women empowerment and realization of their rights.

The findings of the study showed that the respondents greatly believed in increasing ignorance among men as the major Challenges facing promotion of women empowerment and realization of their rights in Mukono with 65.2%strongly agreeing and 21.7 agreeing as well

Secondly the respondents also believed as the finding of the study showed that Unequal Access to Education was key in Challenges facing promotion of women empowerment and realization of their rights with 43.5% of the respondents strongly agreeing and 32.6% agreeing equally

The study indicated that Negative perceptions about women education among women as additional factor which is affecting women empowerment and realization of their rights in Mukono district with 65.2%of the respondents disagreeing strongly

Lastly the findings of the study indicated that Domestic violence among women in Mukono was clearly shown with 43.4% disagreeing and 21.7% disagreeing strongly.

CHAPTER FIVE

CHAPTER FIVE: DISCUSSIONS OF FINDINGS, CONCLUSIONS, AND RECOMMENDATIONS

In this chapter, I will draw upon the data presented in the previous chapters to formulate recommendations and provide a conclusion based on the findings of the study on the relationship between the promotion of women's empowerment and the realization of their rights in Nasuti Sub-County, Mukono District.

5.1 Recommendations

5.1.1 Promoting Women's Empowerment and Realization of Rights

Based on the findings from Table 4.5, it is evident that there is a positive perception among respondents regarding women's empowerment and their rights. To further strengthen this relationship, the following recommendations can be made.

Enhancing Women's Skills: The study revealed that a significant percentage of respondents (65.2%) strongly agreed that providing women with skills is a major solution to challenges facing the promotion of women's empowerment and realization of their rights. Therefore, it is recommended that programs aimed at skill development for women should be expanded and supported.

Provision of Capital: Despite some respondents expressing uncertainty, a substantial portion (43.5%) agreed that providing capital to women is a viable solution. It is recommended that financial institutions and government agencies continue to offer accessible financial resources and support to women's groups and entrepreneurs.

Proper Sensitization: Although a significant portion of respondents had reservations about the importance of proper sensitization (43.4%), it is crucial to address this gap. Recommendation includes designing and implementing awareness campaigns to educate the community on the significance of women's empowerment and rights.

5.1.2 Addressing Challenges

Table 4.7 highlighted several challenges facing the promotion of women's empowerment and realization of their rights in Nasuti Sub-County. To address these challenges, the following recommendations are proposed:

Mitigating Ignorance among Men: The study indicated that increasing ignorance among men is a significant challenge (65.2%). Initiatives should be developed to educate and sensitize men about the importance of gender equality, women's rights, and women's empowerment.

Changing Negative Perceptions about Women's Education: The negative perceptions about women's education (65.2% disagreed) should be actively addressed through awareness campaigns, community dialogues, and policy interventions promoting the value of education for women.

Combating Domestic Violence: Domestic violence emerged as a concern (43.4% disagreed). Measures such as strengthening legal frameworks, providing support services for victims, and community awareness programs should be implemented to combat domestic violence.

Promoting Equal Access to Education: Unequal access to education was identified as a significant challenge (43.5% strongly agreed). Policies and programs aimed at ensuring equal access to education for girls and boys should be implemented and monitored.

5.2 Conclusion

In conclusion, the findings of this study indicate that there is a positive relationship between the promotion of women's empowerment and the realization of their rights in Nasuti Sub-County, Mukono District. Women in the area have shown a strong desire for equal opportunities and rights. While challenges exist, such as negative perceptions and unequal access to education, there are clear solutions that can be implemented to address these issues. Efforts should be focused on enhancing women's skills, providing financial resources, and conducting proper sensitization programs. Additionally, addressing challenges like ignorance among men, negative perceptions, domestic violence, and unequal access to education will be essential in furthering women's empowerment and rights in the region. It is crucial for stakeholders, including

government bodies, NGOs, and community leaders, to collaborate in implementing these recommendations to create an environment where women can fully enjoy their rights and participate actively in all aspects of society. Through concerted efforts, Nasuti Sub-County can become a model for women's empowerment and rights realization in Mukono District and beyond

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QUESTIONNAIRE

Dear respondent,

I am Harriet Juan Wani, a student at Uganda Christian University, pursuing a Bachelor of Social Work and Social Administration. I am conducting a research study on the “Promotion of Women Empowerment and Realization of their Rights in Nasuuti Sub-County.” Your valuable input is essential for this study, and all the information you provide will be kept confidential.

SECTION A Demographic information

1. Gender

a) Male

b) Female

2. Age group

a) 18-24 years

b) 25-30 years

c) 31-35 years

3. Marital status

a) Single

b) Married

c) Divorced

d) Others specify:.....

4. Highest level of education

a) Primary

b) Secondary

c) Tertiary

d) Any other, specify:.....

5. Occupation

a) Student

b) Unemployed

c) Work with government d) Work with private sector

e) Business person

6. Religion

a) Protestant

b) Catholic

c) Muslim

d) Seventh day Adventist

e) Pentecostal

7. Healthcare Access

a) Regular access to healthcare b) Limited access

c) No access

8. Geographic Locations

a) Urban b) Suburban

c) Rural d) Other, specify: _____

9. Family Sizes

a) 1-2 members b) 3-4 members

c) 5-6 members d) More than 6 members

10. Disability Status

a) None b) Physical disability

c) Mental health condition d) Other, specify: _____

11. Immigration status

- a) Citizen b) Permanent Resident
c) Temporary Visa Holder d) Refugee/Asylum Seeker
e) Undocumented/Illegal Immigrant

12 Language Spoken at Home

- a) English b) Luganda
c) Runyankopled) Other, specify: _____

Socioeconomic Status

- a) Lower class b) Middle class
c) Upper class d) Other, specify: _____

13 Education Level of Parents/Guardians

- a) Primary b) Secondary
c) Tertiary d) Any other, specify: _____

14 Health Insurance Coverage

- a) Yes b) No
c) Not sure

15 Housing Situation

- a) Own b) Rent

c) Live with family/friends d) Homeless

SECTION B: Relationship between Promotion of Women Empowerment and Realization of their Rights

Rate your degree of agreement on Relationship between Promotion of Women Empowerment and Realization of their Rights in Mukono using a scale of 5(Strongly Agree), 4(Agree), 3(Not sure), 2(Disagree) and 1(Strongly Disagree).

| | | 5 | 4 | 3 | 2 | 1 |
|----|---|---|---|---|---|---|
| 1 | There is a relationship between the promotion of women empowerment and the realization of their rights. | | | | | |
| 2 | Making women have the same playing field helps them promote their rights. | | | | | |
| 3 | Creation of opportunities has a relationship with women's rights. | | | | | |
| 4. | Gender equality has a relationship with the improvement of women's rights. Cultural and social norms can either hinder or facilitate women's empowerment and rights. | | | | | |
| 5 | Providing healthcare and reproductive rights to women is an essential aspect of their empowerment. | | | | | |
| 6 | Ensuring women's access to land and property rights is a fundamental aspect of their empowerment and rights. | | | | | |
| 7 | Women's participation in politics and leadership positions is a catalyst for their empowerment and rights. | | | | | |
| 8 | These statements can help you gather opinions and insights regarding the relationship between women's empowerment and their rights from your survey respondents. | | | | | |

| | | | | | | |
|----|--|--|--|--|--|--|
| 9 | Access to financial resources and economic opportunities is essential for women to exercise their rights. | | | | | |
| 10 | Involving women in decision-making processes at all levels of society is a key factor in their empowerment and rights realization. | | | | | |
| 11 | Addressing gender-based violence is integral to both women's empowerment and rights. | | | | | |
| 12 | Legal frameworks that protect and promote women's rights are necessary for their empowerment. | | | | | |
| 13 | Women's economic empowerment is closely linked to their ability to exercise their rights. | | | | | |
| 14 | Access to education for women plays a critical role in the promotion of their rights. | | | | | |
| 15 | Access to childcare and family support services is important for women's empowerment and rights. | | | | | |

SECTION C: Challenges Facing Promotion of Women Empowerment and Realization of Their Rights

Rate your degree of agreement on Challenges Facing Promotion of Women Empowerment and Realization of Their Rights in Mukono using a scale of 5(Strongly Agree), 4(Agree), 3(Not sure), 2(Disagree) and 1(Strongly Disagree)

| | | 5 | 4 | 3 | 2 | 1 |
|----|--|---|---|---|---|---|
| 1 | The burden of social and economic perceptions is a challenge to women empowerment and realization of their rights. | | | | | |
| 2 | Inadequate capital is a challenge women face that affects the realization of their rights. | | | | | |
| 3 | Gender stereotypes perpetuated by media and society can hinder women's empowerment and rights. | | | | | |
| 4. | Limited access to legal resources and support for women facing discrimination or rights violations is a challenge | | | | | |
| 5 | Intersectional issues, such as the compounding effects of gender discrimination with other forms of discrimination (race, ethnicity, class, etc.), can intensify challenges to women's empowerment and rights. | | | | | |
| 6 | Political and social instability in some regions can exacerbate challenges related to women's empowerment and rights | | | | | |
| 7 | Lack of awareness and education about women's rights contributes to their under realization. | | | | | |
| 8 | Limited access to financial services and microcredit opportunities can impede women's economic empowerment and rights. | | | | | |
| 9 | Unequal pay and workplace discrimination negatively impact women's economic empowerment and rights | | | | | |

| | | | | | | |
|----|--|--|--|--|--|--|
| | | | | | | |
| 10 | Insufficient representation of women in leadership and decision-making roles is a challenge to their empowerment and rights. | | | | | |
| 11 | Discriminatory cultural norms and practices limit women's ability to exercise their rights and achieve empowerment. | | | | | |
| 12 | Gender-based violence and harassment pose significant obstacles to women's empowerment and rights. | | | | | |
| 13 | Lack of access to healthcare and family planning services can hinder women's overall empowerment and rights. | | | | | |
| 14 | Lack of access to quality education and training opportunities hinders women's empowerment and rights. | | | | | |
| 15 | Legal and policy gaps related to women's rights create barriers to their empowerment | | | | | |

SECTION D: Possible Solutions to Challenges Facing Promotion of Women Empowerment and Realization of Their Rights

Rate your degree of possible solutions on Challenges Facing Promotion of Women Empowerment and Realization of Their Rights in Mukono using a scale of 5(Strongly Agree), 4(Agree), 3(Not sure), 2(Disagree) and 1(Strongly Disagree)

| | | 5 | 4 | 3 | 2 | 1 |
|----|--|---|---|---|---|---|
| 1 | Sensitization of people and different cultures on the importance of women empowerment is a solution to challenges facing women empowerment. | | | | | |
| 2 | Offering free education to women can help empower them. | | | | | |
| 3 | International Collaboration: Engaging in international partnerships and agreements that promote women's rights and gender equality | | | | | |
| 4. | Supporting Women in Conflict Zones: Implementing measures to protect and empower women in conflict and post-conflict zones, including access to education and healthcare. | | | | | |
| 5 | Gender-Responsive Education: Developing and implementing curricula that integrate gender perspectives, teaching students about gender equality and women's rights from an early age. | | | | | |
| 6 | Promoting Financial Inclusion: Expanding women's access to financial services and microcredit programs to enhance their economic independence. | | | | | |
| 7 | Legal Reforms: Advocating for legal reforms and policies that protect women's rights and ensure their equal participation in all aspects of society. | | | | | |
| 8 | Empowering Women in STEM: Promoting and facilitating women's participation in science, technology, engineering, and mathematics fields | | | | | |

| | | | | | | |
|----|---|--|--|--|--|--|
| 9 | Access to Healthcare: Ensuring affordable and accessible healthcare services, including reproductive healthcare and family planning, to empower women to make informed choices. | | | | | |
| 10 | Media and Awareness Campaigns: Using media campaigns and educational initiatives to challenge stereotypes, promote gender equality, and raise awareness about women's rights. | | | | | |
| 11 | Empowering Rural Women: Developing programs that specifically target and empower women in rural areas, addressing their unique challenges and opportunities. | | | | | |
| 12 | Promoting Equal Pay: Implementing policies and practices that ensure equal pay for equal work, thereby addressing economic disparities between genders. | | | | | |
| 13 | Supporting Work-Life Balance: Encouraging flexible work arrangements, affordable childcare services, and parental leave policies to enable women to balance work and family responsibilities. | | | | | |
| 14 | Provision of capital can work as a solution to challenges facing women empowerment and their rights. | | | | | |
| 15 | Encouraging Women's Entrepreneurship: Providing training, mentorship, and access to financing for women entrepreneurs. | | | | | |



UGANDA CHRISTIAN UNIVERSITY

A Centre of Excellence in the Heart of Africa

September 20th, 2023

TO WHOM IT MAY CONCERN

Dear Sir/Madam

Re: **INTRODUCTORY LETTER FOR RESEARCH**

This is to introduce to you **HARRIET Juan Wani Registration number IS19B00/56**, a student of Uganda Christian University, pursuing Bachelor's degree Social Work and Administration. She is expected to carry out research in the final year under the guidance of a university supervisor in partial fulfillment for the requirements of the above mentioned award.

Topic: **"Promotion of Women Empowerment and Realization of their Rights in Nasuti Sub County."**

The purpose of this communication is to request your office to allow her collect data from your organization. Any assistance rendered to her will be highly appreciated.

Yours Faithfully,



Kasule S Kibirige
HoD, Undergraduate Studies Department
Tel: 0776711546
Email:kkibirige@ucu.ac.ug

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