

**THE EFFECT OF GENDER INEQUALITY ON WOMEN'S SOCIO-ECONOMIC
EMPOWERMENT IN OGOLAI SUB-COUNTY, AMURIA DISTRICT**

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**UGANDA CHRISTIAN
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DECLARATION

I Felistuss Ijoreng 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 and it is never been presented to any university or any other institute of higher learning to be submitted to Uganda Christian University for an Award of Bachelor of Social Work and Social Administration.

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Signature

Date

APPROVAL

This research report has been done by Felistuss Ijoreng in consultation with Amuria district in Ogolai Sub County and with the approvals of my Academic supervisor and is now ready for submission.

Mr. Kobaa Vincent

Signature.....

Date.....

DEDICATION

This research 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.

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 Mr. Kooba Vincent for his tireless efforts; words of wisdom and guidance until the completion of this research proposal may the Almighty God bless the works of his hands in abundance.

LIST OF ABBREVIATIONS AND ACRONYMS

ADLG	:	Amuria 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
UWEP	:	Uganda Women Empowerment Program

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ABSTRACT

This study seeks to establish the effects of gender inequality on the socio-economic empowerment of women in Ogoi Sub-County, Amuria District, Uganda. Gender inequality remains a pervasive issue with profound implications for the socio-economic empowerment of women, particularly in rural regions of Uganda like Ogoi Sub County in Amuria District. This research study endeavored to comprehensively investigate the multifaceted effects of gender inequality on the socio-economic empowerment of women in this specific geographical context. Drawing upon a mixed-methods approach, this research examined the disparities in access to education, healthcare, employment opportunities, and land ownership between women and men in Ogoi Sub County. The study also assessed the extent to which prevailing gender roles, patriarchal societies, and gender stereotypes influence the status of women in the community. Additionally, the research investigated the economic consequences of gender inequality, including income differentials, financial dependency, and limited access to credit and entrepreneurial resources for women. It also explores the psychological and emotional toll of gender-based discrimination on women's self-esteem and aspirations. The findings of this study contribute to a deeper understanding of the localized challenges and opportunities for addressing gender inequality in Ogoi Sub County, thereby fostering more effective interventions to enhance the socio-economic empowerment of women. This research underscores the importance of addressing the root causes of gender inequality, advocating for policy reforms, and promoting gender-sensitive initiatives that enable women to lead more economically self-reliant and fulfilling lives. Ultimately, the study's insights aimed to inform the development of strategies and programs that promote gender equality and empower women, with the expectation that a more equitable society will lead to improved overall socio-economic development and well-being in Ogoi Sub county, Amuria District, and beyond.

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CHAPTER ONE

INTRODUCTION

1.0 Introduction

The general research objective this study seeks to establish is the effects of gender inequality on the socio-economic empowerment of women in Ogolai sub-county, Amuria District.

The chapter presents the background to the study which includes historical, theoretical, conceptual, and contextual, the problem statement, study objectives, research questions, research hypothesis, the conceptual framework the scope and the significance of the study.

1.2 Background of the study

1.2.1 The global status of gender inequality and women socioeconomic empowerment

The global status of gender inequality and women's socio-economic empowerment is a critical issue, particularly in India. Suhasini (year) and Singh (2013) both emphasize the importance of gender equality in achieving women's empowerment, with Suhasini highlighting the need for women to be active participants in development initiatives. P.B. (2018) further underscores the role of women's empowerment in enhancing social equity, productivity, and a country's overall wealth. Profeta (2014) provides a broader perspective, noting that while progress has been made, gender disparities in economic participation and political empowerment persist globally. These studies collectively highlight the urgent need for continued efforts to address gender inequality and empower women. There are significant differences between regions. In low and lower-middle income countries, the gender disparity in labor 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).

1.2.2 African status of gender inequality and women's socioeconomic empowerment.

The status of gender inequality and women's socio-economic empowerment in Africa is a complex issue with varying impacts on economic development. Agu (2021) found that female labor force participation can enhance economic development in some African countries, while Wekwete (2014) and Manda (2014) highlighted the persistent challenges of gender inequality in the labor market, access to credit and land, and the burden of care

work. These studies underscore the need for policies that promote women's economic empowerment, such as skills training and access to credit. Daramola (2020) further emphasizes the importance of addressing gender inequality as a means to accelerate development and promote social justice.

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. Irrespective of these reforms in Africa, gender inequality causes women to be poorer, have less education and face more health risks than men. 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's socio-economic empowerment in Africa, there has been no comprehensive single author survey about gender inequality and its possibly shank relationship to women empowerment. 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 socio-economic empowerment at home.

1.2.3 The Ugandan status of gender inequality and women's socioeconomic empowerment

Ugandan society is characterized by strong patriarchal beliefs that value male supremacy and women's subordination. Gender inequalities stand in the way of Uganda's achievement of economic growth and transformation as highlighted in the National Development Plan (NDP) and the Millennium Development Goals.

Research in Uganda has highlighted the complex relationship between gender inequality and women's socio-economic empowerment. Grown (2010) and Milazzo (2013) both emphasize the positive impact of women's empowerment on poverty reduction, with Grown specifically highlighting the role of community-level empowerment. However,

Datzberger (2017, 2018) points out that despite existing policies and strategies, women's political and social agency remains low due to structural barriers and low education levels, particularly in conflict-affected areas. This suggests that while progress has been made, there are still significant challenges to be addressed in achieving gender equality and women's empowerment in Uganda. Labor markets remain highly sex-segregated, which reflects an unequal distribution of men and women across sectors. Women continue to be segregated into particular activities that often hinder their socio-economic empowerment (Holden, Cathie and Clough, 2018). Most of the working women are engaged in non-income generating activities like subsistence agriculture (49.4 percent for women versus 36.9 percent for males) with a limited ability to produce for sale (MoFPES, 2019).

Geographical Location: Different regions within Amuria District may experience varying levels of gender inequality and socio-economic empowerment, so this can also be considered.

Amuria District is bordered by Otuke District to the north, Kapelebyong District to the northeast, Katakwi District to the east, Soroti District to the south, Kaberamaido District to the southwest, and Alebtong District to the west. The town of Amuria is located approximately 45 kilometers (28 miles), by road, north of Soroti. It carries the highest densities of population between 600 – 800 people per square mile.

1.3 Problem Statement

Even with well-funded government programs, gender inequality in Ogoi Sub County continue to rise. Women socio-economic empowerment 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). Ogoi Sub County is one of the poorest areas in Amuria district. 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's socio-economic empowerment in Ogoi sub county, Amuria district.

At the World Labor Symposium in Nairobi (2021), gender inequality was cited as contributory to women empowerment in low-income countries. Despite the interventions in

Amuria District through wealth creations programmes such as NAADS, NUSAF, women's fund and youth livelihood fund and equal opportunity policies, women are still less empowered socio-economically with constant morbidity, death and low development. Therefore, strong, and focused strategies are needed to reverse this which is determined by gender inequalities such as in education, access to jobs and disparities in wage earning between men and women.

1.4 Objectives of the study

1.4.1 General Objective

The main objective of this study is to establish the effects of gender inequality on women socio-economic empowerment in Ogolai Sub County, Amuria district.

1.5 Specific Objectives

1. To investigate the extent to which gender roles affect women's socio-economic empowerment in Ogolai Sub County, Amuria district.
2. To find out how patriarchal society influences women's socio-economic empowerment in Ogolai Sub County, Amuria district.
3. To assess the impact of gender stereotypes on women's socio-economic empowerment in Ogolai Sub County, Amuria district.

1.6 Research Questions

1. To what extent do gender roles affect women's socio-economic empowerment in Ogolai sub county Amuria District?
2. How does the patriarchal society influence women's socio-economic empowerment in Ogolai sub county Amuria district?
3. Ho do gender stereotypes impact on women's socio-economic empowerment in Ogolai sub county Amuria district?

1.7 Scope of the study

The study scope is categorized into geographical; content and time as follows:

1.7.1. Geographical Scope

The study was conducted in the selected parishes in Ogolai sub-county, Amuria district which is by Otuke District to the north, Kapelebyong District to the northeast, Katakwi District to the east, Soroti District to the south, Kaberamaido District to the southwest, and Alebtong District to the west. The town of Amuria is located approximately 45 kilometres (28 miles), by road, north of Soroti. It carries the highest densities of population between 600 – 800 people per square mile.

1.7.2 Time scope

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

1.7.3 Content scope

The study will concentrate on Effect of gender inequality on women's socio-economic empowerment in Ogolai Sub-County, Amuria District. And it concentrated on the following research objectives, to establish the factors contributing to gender inequality on the socio-economic empowerment of women in Ogolai Sub County in Amuria district to explore how gender inequality, affects women's socio-economic empowerment in Ogolai Sub County, Amuria district. To find effective ways of mitigating gender inequality such that women attain socioeconomic empowerment in Ogolai sub-county, Amuria District.

1.8 Significance of the study

The results of the study may go a long way to help strengthening gender policies to achieve gender equity in women socio-economic empowerment.

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 socio-economic empowerment.

This study may contribute to the existing body of knowledge on the effect of gender inequality on the socio-economic empowerment of women. And this will benefit future researchers.

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.

1.9 Conceptual Frame work

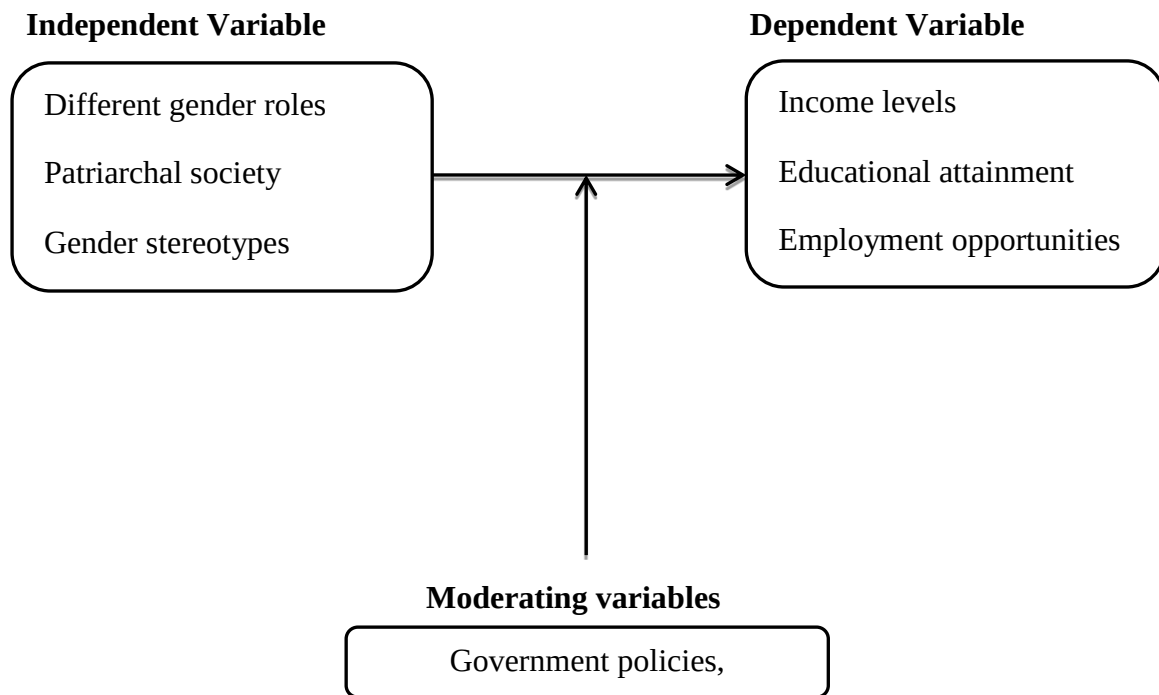


Figure 1.1 Conceptual Framework showing relationship between variables

Source: Miles & Huberman (2009, p. 18) and modified by the researcher 2024

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 socio-economic empowerment with parameters of income levels, educational attainment, access to jobs, promotion, equal wages and working conditions. The framework assumes that when gender inequality is eliminated, it is likely to transform the socio-economic

empowerment 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

1.10 Definition of terms

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

Women Empowerment: The concept of empowerment of women has, however, undergone a sea change from welfare-oriented approach to equity approach. Today empowering women refers not only to improve their material wellbeing but also their active participation in the development process. The concept of women in development emerged at a point of time when attention was shifted to enhancement of the role and status of women. Then equity and empowerment approach merged to form the gender and development concept (Mathew, 2003). Although many researchers made attempts to explain the concept of empowerment, the most relevant definition is one provided by Sen and Batliwala (2000). According to them “Empowerment is the process by which the powerless gain greater control over the circumstances of their lives. It includes both controls over resources and ideology... a growing intrinsic capability, greater self-confidence and an inner transformation of one’s consciousness that enables one to overcome external barriers [as quoted by Kishor & Gupta (2004): 694]. This definition mainly emphasizes on two important aspects: Firstly, empowerment is not a power over others but a power to achieve certain desired goals. Secondly, the idea of empowerment is more applicable to those who are powerless irrespective of sex, caste or class. According to the report on Human Development in South Asia (2000: 28), “Empowerment can be considered a change in the context o f a woman or man’s life that enables her/him increased capacity to lead a fulfilling human life, characterized by external qualities such as health, mobility, education and awareness, status in the family, participation in decision making, and level of material security, as well as internal qualities such as self-awareness and self-confidence”.

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.

Gender inequality, a pervasive issue, is a result of societal constructs that assign different roles and behaviours to men and women (Dharanishree, 2017). This inequality is evident in various aspects of life, including economic, political, and social spheres (Jacobsen, 2013). Women often face discrimination in the workplace, are more likely to live in poverty, and have lower representation in political and corporate positions. They also bear a disproportionate burden of household work. To address this, empowerment is crucial, particularly in areas such as education, work status, and health care (çfßÔîè, 2010).

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 will present review of literature in relation to the three specific research objectives. Under this chapter, the researcher will acknowledge different authors whose literature will be reviewed in line with the three specific objectives.

CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

The general research objective of this study seeks to establish the effects of gender inequality on women's socio-economic empowerment in Ogoi Sub-County in Amuria 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.

2.1 Gender roles and women's socio-economic empowerment

Gender roles are based on the different expectations that individuals, groups, and societies have of individuals based on their sex and based on each society's values and beliefs about gender. Gender roles are the product of the interactions between individuals and their environments, and they give individuals cues about what sort of behaviour is believed to be appropriate for what sex. Appropriate gender roles are defined according to a society's beliefs about differences between the sexes.

A range of studies have explored the complex relationship between gender roles and women's socio-economic empowerment. Purnamawati (2019) and Kumar (2021) both emphasize the importance of empowering women in various spheres, including the economic, social, and political, to enhance their role in families and society. Vithanagama (2016) further underscores the significance of women's economic empowerment, which is influenced by factors such as gender norms, education, and access to resources. Agnihotri (2021) adds to this by highlighting the impact of women's decision-making power on their empowerment, with working and educated women generally having greater influence. In many societies, traditional gender roles prioritize boys' education over girls', leading to lower literacy rates and limited access to higher education and skill development for women. Gender roles often confine women to certain types of jobs or sectors, such as caregiving, which are often undervalued and underpaid which affects their socio-economic empowerment.

Gender roles are the roles that men and women are expected to occupy based on their sex. Traditionally, many African societies have believed that women are more nurturing than men. Therefore, the traditional view of the feminine gender role prescribes that women should behave in ways that are nurturing. One way that a woman might engage in the traditional feminine gender role would be to nurture her family by working full-time within the home rather than taking employment outside of the home. Men, on the other hand, are presumed by traditional views of gender roles to be leaders. The traditional view of the masculine gender role, therefore, suggests that men should be the heads of their households by providing financially for the family and making important family decisions. While these views remain dominant in many spheres of society, alternative perspectives on traditional beliefs about gender roles have gained increasing support in society today.

Gender roles can be linked to expectations of males and females in realms outside of the family as well, such as work (Williams 1995). In the work- place, men and women are often expected to perform different tasks and occupy different roles based on their sex (Kanter 1977). Even in the early twenty-first century, many corporations operate from a perspective that favours traditional beliefs about gender roles by, for example, offering parental leave benefits only to mothers and denying such benefits to fathers. In addition, gender roles remain predominant in many corporations, the positions that women and men hold are often segregated by sex

Gender roles play a significant role in women's socio-economic empowerment. Traditional gender roles often assign specific responsibilities and expectations to men and women, which can create barriers for women in accessing socio-economic empowerment. gender roles are constructed of a combination of traditional roots and social values, primarily based on the concepts of production and reproduction, taken to mirror masculine and feminine traits of an individual. More than 50% of the women lack basic education and approximately 30% do earn some income, but most women today are confined to their homes to do housework for the extended family and are excluded from main decision making which hinders their socio-economic empowerment.

Traditional gender roles may discourage women from pursuing leadership roles or limit their ability to participate in decision-making processes. Encouraging women's leadership and representation in political, business, and community leadership roles is vital for creating more inclusive and equitable societies. Gender roles can also impact women's

access to resources such as land, credit, and technology. Policies and programs that ensure women's equal access to these resources can enhance their socio-economic independence and empowerment.

Changing social norms and attitudes towards gender roles is fundamental to promoting women's socio-economic empowerment. This includes challenging stereotypes, promoting positive role models, and fostering supportive environments for women to thrive in all aspects of life. Efforts to address these issues often involve a combination of policy changes, education and awareness programs, economic empowerment initiatives, and advocacy for gender equality and women's rights. These studies collectively underscore the multifaceted nature of gender roles and women's socio-economic empowerment, and the need for comprehensive strategies to address these issues.

2.2 Patriarchal societies and women's socio-economic empowerment

Patriarchy is a “social organization marked by the supremacy of the father in the clan or family, the legal dependence of wives and children, and reckoning of descent and inheritance in the male line; broadly: controlled by men of a disproportionally large share of power” (Webster, 1828: n.p.).

As a concept, patriarchy is widely used by feminists to discuss gender relations and examine the origins and conditions of women's oppression (Walby 1989). Patriarchy is widely seen in conventional societies, where men dictate women by creating a system of social relations. From this perspective, patriarchy can be seen as a system that establishes male supremacy over female by assigning some particular role for male and female in society (Aina 1998). The patriarchal structure facilitates men to play leadership roles by engaging women in the household sphere (Makama 2013). Men in a patriarchal society have greater access to resources and enjoy greater discretionary power and professional prestige. They are considered skilled, capable, and enjoy superior personal characteristics, wisdom, knowledge, and intelligence than their female counterparts. Thus, society anticipates men to be more achievement-oriented than women (Haj-Yahia 2005). This socially and culturally ascribed role creates gender inequality, which puts women in a vulnerable position hence affecting their socio-economic empowerment.

In a patriarchal society, patriarchal norms describe the power and authority of the father. It also explains different roles, responsibilities, status, and opportunities for males and females. Thus, the social construction of gender promotes differences in role-playing through patriarchy, where men and women perform different roles and activities. The interaction between individuals determines these gender roles, and thus males and females learn their appropriate gender role to be played, which has been determined based on their sex. Patriarchal norms create a particular role for males and females and generate masculinity and femininity concepts. Men are considered men since they are masculine, independent, invulnerable, tough, strong, aggressive, powerful, commanding, rational, and non-emotional. On the other hand, real women are dependent, vulnerable, plaint, weak, supportive, nurturing, intuitive, emotional, and emphatic. In a patriarchal society, specific differences exist between real men and women (Becker 1999).

Throughout history, women have made a significant contribution from bearing and rearing children to income-generating activities. In many societies, however, women are being discriminated both in family and workplace, and their contributions are being ignored. Women are treated as a vulnerable group who are deprived of rights and opportunities (Ullah 2018). It is imperative to consider women's empowerment and ensure their socio-economic development since they constitute half of the total population. The existing literature reveals that socio-economic development depends upon the active role and participation of both the male and female workforce in a country (Meraj and Sadaqat 2016; Bayeh 2016). Moreover, the issue of women empowerment is an integral part of the well-being of the individual, family, community, and the nation. To achieve the UN Sustainable Development Goals, women must come out from the vicious circle of gender discrimination and social inequality (Ullah 2018, p. 64). Patriarchy is one of the substantial barriers to the socioeconomic development of women since it denies women's rights, liberty, and freedom. Hence, it can be argued that in a patriarchal society, the achievement of the UN Sustainable Development Goals is challenging.

If patriarchal values increase in a society, inequality will also increase (Oestreich 2018). Patriarchy can be seen as one of the influential factors that enhance social inequality.

Gender equality holds the idea that men and women should get equal opportunity and should be treated equally in the eyes of the law. Since women in patriarchal society deprive of the right to education, have limited access in the labour market, healthcare system, and

politics, it can be argued that patriarchy promotes social inequalities among men and women (Iheriohanma2014). In a patriarchal society, the achievement of the Sustainable Development Goals would be very difficult and challenging. Women in patriarchal society face tremendous challenges to cope with the labour market since they have limited educational opportunities. Women who have often been employed face workplace discrimination (Sultana 2010; İlkaracan 2012). For example, women are being deprived of their promotion. Once they are recruited, they are assigned less important jobs with low salaries. In some cases, although both males and females accomplish the same job, however, the female is being paid less salary than male employees. Women in patriarchal societies have fewer training opportunities to develop their skills than their male counterparts. Beyond these discriminations, women experience sexual harassment by their co-workers and employers. Women who are physically weak are more vulnerable to sexual harassment and they rarely disclose this incident in public

In a patriarchal society, women have limited access to politics. Male-dominated political culture and political parties provide very little space for women to participate in politics. In many political systems, women's political representation is seen through the quota system. When women elect through the quota system, instead of direct election, some commentators argue that it ensures symbolic representation, where they have limited scope to raise their voice and to participate in the decision-making process (Panday 2008). Women in male-dominated political culture are not trusted to participate in politics because they suspect to interact beyond their specified area. Since women are seen as a weaker section of society and politics is a dirty game, the male-dominated political culture in patriarchal society suggests keeping women aloof from the political arena. Moreover, political participation requires some mandatory expenditure such as election campaigns, meetings, and a visit to high officials or party leaders. Since women in a patriarchal society are engaged with the low paid and unskilled job, they cannot afford such expenditure to participate in the election process (Panday 2010).

Therefore, in order to ensure economic growth, social inclusion is a necessary precondition. In other words, both eligible male and female labor force can promote economic growth. Since women in patriarchal societies have limited opportunities to participate in the labor market, it would be very challenging to ensure economic growth and social inclusion. Poverty eradication has been considered a topmost priority. Poor education and unemployment are the two causes of global poverty. Women in patriarchal societies have

limited educational opportunities than their male counterparts, and thus they cannot come out from the vicious circle of poverty throughout their lives thus affecting their socio-economic empowerment.

Women's participation in politics can be an effective tool to break the shackle of patriarchy. When women get elected at the state or provincial level, they will get sufficient strength to raise their voice against patriarchal values and norms. It can be perceived that the above initiatives can be helpful for women to come out from patriarchy.

2.3 Gender stereotypes and women's socio-economic empowerment

Entrenched socio-cultural stereotypes against women cut across societies. Unterhalter (1999: 51) asserts that gender discrimination crosses class boundaries and affects women regardless of the length of their education. Women continue to experience discrimination in personal, private and public spheres. At this modern age there are individuals who still believe that women are incapable of getting empowered. Chabaya et al. (2009: 236) argues that in many countries there is still underrepresentation of women in leadership positions. Women are often "ridiculed, thwarted or prevented from considering leadership roles" (Hill and Ragland, 1995: 6). Those who happen to find themselves in leadership positions are undermined; they find themselves exposed to all forms of ill-treatment. Thus, the myth which is still held by many that women cannot lead devalues human liberation efforts. United Nations (2009: 1) state that "The absence of women from political life and leadership positions undermines democracy and women's socio-economic empowerment"

Women principals in the rural areas are hard hit by prejudices because most men in such areas claim to be the staunch custodians of culture. In most societies today, beliefs are that women are the weaker vessels. Heferran (2008: 1) maintains that while rural women are often silent, hidden and under-appreciated, they represent probably the world's most powerful untapped natural resource, and they are surely more than ever before a key to world stability and understanding. There is a saying that goes like "if you educate a man you educate an individual and that if you educate a woman you educate the nation". Thus, the saying alludes to the strategic position that women occupy in society and in their homes.

Society refuses to embrace the capability of women to influence and even to lead irrespective of great examples concerning the contributions made by women such as

Cecilia Makiwane and Florence Nightingale. It should however be noted that some women support these cultural stereotypes by believing that they cannot match the standard of their male counterparts when it comes to any roles in society. Chabaya et al. (2009: 245) argues that stereotypes are so entrenched in the minds of some women that they strongly believe that low self-esteem is a natural thing for a woman which hinders their socio-economic empowerment.

Gender stereotypes continue to exist and are transmitted through media, and through social, educational and recreational socialization, which promote gender prejudice and discrimination. Many gender-related barriers and biases have declined over the years but gender stereotypes continue to create problems in the progress of women's socio-economic empowerment. The availability of opportunities for the career progressions of women continues to be negatively affected by gender stereotypes, which shape managerial behaviour and occupational outlooks in the workplace with patriarchal expectations. There are only 29 per cent women in senior management positions worldwide (IBR, 2020). The World Economic Forum (2017) suggested that an average gender gap of 32.0 per cent existed in four areas, namely, 'Economic Participation and Opportunity', 'Educational Attainment', 'Health and Survival' and 'Political Empowerment'. This shows an increase from an average gender gap of 31.7 per cent since previous years. Despite many policies to increase gender equality in recent decades, gender discrimination based on gender stereotypes continues to exist. Gender stereotyping is considered to be a significant issue obstructing the progressions of women in getting empowered. The challenges women face due to gender stereotypes can be devastating. For example, Singh and Sebastian (2018) in their state-wide study of Gujarat, India found that women's main links to entrepreneurship are through the business occupations of their fathers and kinfolk. The process of their inclusion into the family enterprise is a matter of birth, not choice; and despite the exposure of these women to business practices, as women; they are not regarded as potential successors in business. Moreover, the traditional attitude poses a threat to the career progressions of women because they are not allowed to seek work outside the household or interact with persons outside the family. Such patriarchal culture produces masculine working environment, where women managers tend to idealize 'men as managers' (Collinson & Hearn, 1995) and women managers become part of patriarchal working culture. The impact of gender stereotyping on women is evident irrespective of the level of position women belong to in society. Stereotypes that exist against women in general and

against those in leadership in particular should be addressed. Furthermore, stereotypes and prejudices against women in this modern era are less culturally motivated, they are individualistically based. They prevent women from gaining socio-economic empowerment. They are therefore prevented from realizing their potential. Communities should be made aware that sound empowerment does not depend on gender.

A space for women to actualize their potential will have to be created. Women should be allowed to influence the communities they work in just like their male counterparts or even better. Women do not have to justify their positions; they should be accepted as they are as long as they act in a responsible manner. The cultural and social perceptions that perpetuate prejudice against women should be discouraged. Sayings and proverbs which recognize the potential of women in society should be encouraged so as to change the perception of many. There is a need in society towards a paradigm shift towards women's capability to be empowered. Issues surrounding a person's cultural background in environment should be addressed. Every culture has its good and bad aspects; therefore, the good has to be emphasized over the bad.

CHAPTER THREE

RESEARCH METHODOLOGY

3.0 Introduction

This chapter describes the methodology that was used in the study and some of the areas that were covered include: 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 establishing the effect of gender inequality on women's socio-economic empowerment in Ogolai Sub-County, Amuria District.

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. The research design is as a detailed outline of how a given research is conducted (Etyang, 2018). The study employed both qualitative and quantitative 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 Socio-economic empowerment in Ogolai sub-county.

3.2 Study area

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

3.3 Sample size and Study Population

The population consisted of various local leaders, women and other residents of the sub-county who were chosen to participate in this study because they are 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.

3.3.1 Sample size

The sample size was determined using Krejcie and Morgan (19970) method of determining the sample size from the population. The total population (N) was 100 people, therefore the sample size was 80 participants.

Formula for determining sample size

$$s = \frac{X^2 NP(1 - P) + d^2 (N - 1) + X^2 P(1 - P)}{X^2 - 1}$$

s = required sample size.

X^2 = the table value of chi-square for 1 degree of freedom at the desired confidence level (3.841).

N = the population size.

P = the population proportion (assumed to be .50 since this would provide the maximum sample size).

d = the degree of accuracy expressed as a proportion (.05).

Source: Krejcie & Morgan, 1970

A sample size of 50% of the population is considered adequate to make an inference about the entire population (Creswell, 2016). The researcher concentrated on four parishes where a total of 80 participants was selected from.

Table 1: Sample size Determination by Sampling Techniques

Communities	Total Population	Sample Size	Sampling Technique
CDOs	01	01	Purposive Sampling.
LC1s	08	08	Purposive sampling.
Parish Chiefs	4	4	Purposive sampling.
LC3s	01	01	Purposive sampling
Women groups	32	26	Simple random sampling
Councilors	33	32	Simple random sampling
Men in the village	Approx. 25	21	Simple random sampling
Total	100	80	

Source: Yates (2008) & Onen (2005).

3.4 Sampling Technique

The sample was selected using both simple random sampling and purposive sampling techniques. A simple random sample is a subset of individuals (a sample) chosen from a larger set (a population). Each individual is chosen randomly and entirely by chance, such that each individual has the same probability of being chosen at any stage during the sampling process, and each individual has the same probability of being chosen for the sample as any other individuals. For purposive sampling, this was used because it helps in selecting typical and useful people that would give relevant data. Purposeful sampling selects information rich cases for in-depth study. Purposeful sampling was used in selecting the key informants.

3.5 Data collection Methods

3.5.1 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 asks 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.

3.5.2 Questionnaire Survey Method

This was the main research instrument. The questionnaire was preferred as an instrument of research because for some respondents it could be self-administered, had identical set of items for all respondents, produces less errors, ensures confidentiality as respondents are free from the influence of the researcher especially those who filled it on their own and respondents had the chance to answer in their convenient time (Burns, 2000). Most items were based on a five-point Likert scale.

3.6 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 to be presented to the department for further examination.

3.7 Interview Guide

An interview guide collects data that supports the researcher through directing an interview process towards the objectives and issues regarding the study (Etyang, 2018). The interview guided comprise of open-ended questions and there were directly personal interviews. The interview guide helped the researcher to assess whether all questions have been asked or not.

3.8 Data analysis and presentation

3.8.1 Qualitative data analysis

Qualitative data was analyzed and presented in form of texts and interviews, impressions, words, photos, symbols are examined and presented using descriptive or narrative method where the researcher presented detailed literature description of the respondents' views for the reader to make their opinions (Bell, 1993). The initial step in analysing this data was 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 was 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. Categorization is the procedure of organizing, 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 organized, digested way. Drawing of conclusions was the last activity of analysis in the process of analyzing 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.

3.8.2 Quantitative data analysis

Quantitative data was presented using a percentage distribution technique (Creswell, 1993). Closed-ended questions were recorded and then the answers to each question were checked for every questionnaire for used for calculating the percentage of participants who gave each response. For saving time and cost, they will be analyzed by generating quotations, single words and making brief phases. For individual interviews, these were used to produce data in the form of notes, a summary of individual interviews. The researcher wrote each question at the top of a separate blank page or the coded sheet to make it easy for respondents to answer using their own words to save time and money.

3.9 Variable 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 was divided by the total degree of freedom. Variance helped to determine whether the scores were close or spread out and the following formula was used.

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

Where S^2 = Sample variance

S = Sample standard deviation

X_i = each value or score

$\bar{X}$ = Sample means

n = Sample size

$n - 1$ = Degree of freedom

3.10 Ethical Considerations

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

3.10.1 Informed consent and voluntary participation

The researcher sought consent from the respondents to involve in the research not just forcing them to participate. Informed consent is the basis of ethical research (Denzin & Lincoln, 2011). The participants were made aware of what the study was about; it's

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 given enough time to ask questions and all 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.

3.10.2 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 respondent that information offered by the respondent cannot be passed on to another party (third party) without consent of the respondent. Their identity and response were made confidential and anonymous through the use of numbers or through pseudonyms.

3.9.3 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 were anonymous implying that their identities were not known and not salient in the study. Withholding the identity of respondents is a guarantee that their statements are authentic (Taylor, 2015).

3.10.4 Plagiarism

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

CHAPTER FOUR

PRESENTATION, ANALYSIS AND INTERPRETATION

4.0 Introduction

This chapter presents the analysis and interpretation of the findings of this study. The study established the effect of gender inequality on women's socio-economic empowerment in Ogolai Sub County, Amuria District. The study was based on three objectives namely:

1. To investigate the extent to which gender roles affect women's socio-economic empowerment in Ogolai Sub County, Amuria district.
2. To find out how patriarchal society influences women's socio-economic empowerment in Ogolai Sub County, Amuria district.
3. To assess the impact of gender stereotypes on women's socio-economic empowerment in Ogolai Sub County, Amuria district.

The focus of the study was the different gender roles, patriarchal society, gender stereotypes and women's social economic empowerment.

The study used both qualitative and quantitative research approach and a case study design for 80 participants who included local leaders, men, women who are residents of Ogolai Sub County to whom the interview was administered. Data was collected from study participants using interview method and a questionnaire administered. This chapter presents the findings of the study accompanied by interpretation and it begins with a presentation of demographic data of respondents.

4.1 Demographic characteristics of participants

The present study sought to use 80 respondents from four parishes ogolai sub county Amuria district that is to say Ococia, Ogolai, Odepe and Akorei. The study purposively chose the Local leaders, men, women, youths who are illiterate, between 20-50years.

Table 2: Distribution of participants by their selected demographic chrematistics

Gender	Number of Respondents	Percentage
Female	56	70%
Male	24	30%
Total	80	100%
Age Group	Number of Respondents	Percentage
20-24	25	31%
25-29	20	25%
30-34	20	25%
35-39	06	08%
40-44	04	05%
45-50	05	06%
Total	80	100%
Education level	Number of Respondents	Percentage
Primary	40	50%
Secondary	25	31%
Post-Secondary	15	19%
Total	80	100%
Occupation	Number of Respondents	Percentage
Daily wagers	10	13%
Skilled Workers	10	13%
Farmers	50	61%
Jobless	10	13%
Total	80	100%
Marital status	Number of respondents	Percentage
Married	70	88%
Un married	10	12%
Total	80	100%

Source: Primary Data, 2024

Data was collected from both male (30%) and female (70%) respondents who were either purposely or randomly selected. The above distribution explains that both genders are very important in this study because their perspectives provide a full picture and their views on gender roles and how it affects women's socio-economic empowerment.

The general and demographic information indicate that respondents belonged to different age groups. The difference in the age was an important component of selecting respondents for study, which helped in obtaining different information and also shows maturity in the collected information. In this regard, the selected and interviewed respondents were from 20-50 year of age. Further, respondents were of different age groups i.e. 20-24 (25 respondents 31%), 25-29 (20 respondents, 25%), 30-34 (20 respondents, 25%), 35-39 (06 respondents, 08%), 40-44 (04 respondents 05%) while from age group 45-50(05 respondents, 06%) were selected. Similarly, on the basis of education, 40 respondents, 50% were illiterate, 25 respondents 31% have primary education, 15 respondents 19% were educated up to secondary level and above. Besides, information regarding their occupation shows that 10 (13%) respondents were daily wagers, 10(13%) were skilled workers, 50(61%) were farmers, while the remaining 10(13%) were jobless. The information also shows that 70(88%) respondents were married and 10(12.11%) respondents were not married. All the respondents were speaking Ateso language, representing the Iteso tribe. The demographic information is important in qualitative research studies, because it reveals the culture, customs and nature of classes in the target area. It also helps to know, gender ratio, people's socio-economic position, the knowledge they have as well as their life experiences. It also shows maturity level of our study respondents as well as their socio-economic status.

1. To investigate the extent to which gender roles affect women's socio-economic empowerment in Ogolai Sub County, Amuria district.
2. To find out how patriarchal society influences women's socio-economic empowerment in Ogolai Sub County, Amuria district.
3. To assess the impact of gender stereotypes on women's socio-economic empowerment in Ogolai Sub County, Amuria district.

4.2 Gender roles and women's socio-economic empowerment.

The study findings revealed that gender roles had an effect on women's socioeconomic empowerment. The results of this hypothesis were tested with Pearson chi-square and established phi-coefficient.

Table 3: Chi-Square Test and Phi-Coefficient; gender roles and socioeconomic empowerment.

Gender roles	Low Empowerment	High Empowerment	Total
Traditional Roles	40	10	50
Progressive Roles	20	10	30
Total	60	40	80

Source primary data 2024

Chi-Square Test and formula: $\chi^2 = \sum \frac{(O_i - E_i)^2}{E_i}$ $\chi^2 = \sum E_i \frac{(O_i - E_i)^2}{E_i^2}$

Interpretation:

The study examined the relationship between gender roles and women's socioeconomic empowerment, categorizing participants into Traditional and Progressive Roles and their empowerment levels into Low and High. The data showed that among women with Traditional Roles, 40 had low and 10 had high empowerment, while among those with Progressive Roles, 20 had low and 10 had high empowerment. Using a chi-square test, we found a significant association between gender roles and empowerment ($\chi^2=16.66$, $p<0.05$). The phi coefficient ($\phi=0.408$) indicated a moderate positive association. Thus, women with Progressive Roles are more likely to experience higher socioeconomic empowerment, suggesting that embracing progressive gender roles positively impacts women's empowerment.

4.2.1 Community leaders and elders influence gender roles and expectations

Table 4: Community leaders and elders influence gender roles and expectations

Sex	Do community leaders and elders influence gender roles and expectations?				
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Male	11%	27%	53%	55%	50%
Female	89%	73%	47%	45%	50%
	100%	100%	100%	100%	100%

Source: Primary Data, 2024

The data reveals notable gender differences in perceptions regarding the influence of community leaders and elders on gender roles and expectations. A significant majority of women (89%) strongly disagree with this notion, compared to only 11% of men. Similarly, a larger proportion of women (73%) disagree, while only 27% of men share this view. Among those undecided, the responses are more balanced, with 53% being men and 47% women, indicating uncertainty across both genders. When it comes to agreement, a slightly higher percentage of men (55%) agree compared to women (45%), suggesting that men are somewhat more likely to acknowledge the influence of community leaders and elders. In the strongly agree category, perceptions are evenly split, with 50% of both men and women expressing strong agreement. Overall, the data suggests that women are more likely to reject the influence of community leaders and elders on gender roles and expectations, while men show a slightly higher tendency to recognize such influence. The balanced views in the undecided and strongly agree categories highlight that while there is clear gender-based differences in opinion, there is also a substantial segment within both genders that holds similar views on this issue.

4.2.2 Men's roles and attitudes need to change to support women's socio-economic empowerment

Table 5: Men's roles and attitudes need to change to support women's socio-economic empowerment

Sex	Men's roles and attitudes need to change to support women's socio-economic empowerment				
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Male	11%	27%	53%	55%	50%
Female	89%	73%	47%	45%	50%
	100%	100%	100%	100%	100%

Source: Primary Data, 2024

The data in Table 5, viewed through the lens of rural standards, indicates a notable difference in perspectives between men and women regarding the need for changes in men's roles and attitudes to support women's socio-economic empowerment. Among men, a minority strongly disagree (11%) or disagree (27%), while a larger portion is undecided (53%), with 55% agreeing and 50% strongly agreeing on the necessity for change. In contrast, among women, a substantial majority strongly disagree (89%) and disagree (73%) with the need for change, leaving only 47% undecided. However, 45% of women agree and 50% strongly agree that changes in men's roles and attitudes are essential. This suggests that in rural areas, men are more likely to see the need for changes in their roles and attitudes to support women's socio-economic empowerment, while women are less convinced of this necessity, possibly due to traditional gender roles and cultural norms prevalent in rural communities.

4.2.3 Gender roles influence women's access to resources like land

This item studies the influence of gender roles on women's access to resources like land. This aimed at establishing if the gender roles had a great influence on women's access to resources like land. Table 6 presents the finding of the study.

Table 6: Gender roles influence women's access to resources like land.

Sex	Gender roles influence women's access to resources like land			
	Disagree	Undecided	Agree	Strongly Agree
Male	60%	70%	30%	22%
Female	40%	30%	70%	78%
Total	100%	100%	100%	100%

Source: Primary data, 2024

In the above data it shows that a rural area context, where traditional norms and socio-economic dynamics shape daily life, the influence of gender roles on women's access to resources like land is particularly pronounced. Looking at Table 6's data, we see that a significant portion of females, 78%, strongly agree that gender roles significantly impact their access to land. This high percentage reflects the challenges women often face in rural settings, where patriarchal norms can restrict their ability to own or control land, crucial for agricultural activities and economic independence. Conversely, among males, only 22% strongly agree with this perspective, indicating a disparity in awareness or acknowledgment of these gender-based barriers to land access.

These numbers are significant in a rural context because women are typically more engaged in agricultural work, yet they may encounter difficulties in accessing land due to cultural beliefs or legal constraints favoring male landownership. The data further shows that 30% of males are undecided on the influence of gender roles on land access, compared to only 30% of females. This indecision among males may stem from a lack of direct experience with the challenges faced by women regarding land access.

The higher percentage of females agreeing or strongly agreeing with the influence of gender roles on land access indicates a recognition of these challenges from their lived experiences. This data suggests that addressing gender-based barriers to land access is crucial in rural areas to ensure equitable opportunities for women in agriculture and economic development. Efforts such as legal reforms, educational initiatives, and economic

empowerment programs tailored to women's needs can contribute significantly to fostering gender equality and sustainable development in rural communities.

4.2.4 Women are able to challenge gender roles in communities

In Ogolai Sub County, challenging gender roles has been a difficult but notable endeavor for women, given the deeply entrenched patriarchal norms and societal expectations. Overcoming traditional beliefs that confine women to domestic roles and limit their agency in decision-making has required persistent effort and resilience. Despite facing social pressure, discrimination, and sometimes even backlash, women in Ogolai Sub County have made strides in challenging these gender roles. Their ability to navigate and challenge these deeply ingrained norms reflects both their determination for change and the complexities of societal transformation in a patriarchal context.

4.2.5 Women are able to challenge gender roles in communities

Table 7: women are able to challenge gender roles in communities

Sex	Women are able to challenge gender roles in communities.					Total
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	
Male	05	06	03	05	05	24
	20.8%	25%	12.5%	20.8%	20.8%	99.9%
Female	07	06	05	20	18	56
	12.5%	10.7%	8.9%	35.7%	32.1%	99.9%
	12	12	08	25	23	80
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Primary data, 2024

The data presented in Table 7 showcases perceptions on women's ability to challenge gender roles in communities within Ogolai Sub County. The table indicates responses from both male and female participants, highlighting varying perspectives. Among male respondents, 20.8% strongly disagree and 25% disagree that women can challenge gender roles, while 20.8% agree and 20.8% strongly agree. This suggests a somewhat divided viewpoint among male respondents regarding women's agency in challenging traditional gender norms.

On the other hand, female respondents demonstrate a more positive outlook, with only 12.5% strongly disagreeing and 10.7% disagreeing that women can challenge gender roles.

In contrast, 35.7% agree and 32.1% strongly agree, indicating a majority belief among female participants that women have the capacity to challenge and redefine societal expectations.

In the context of Ogolai Sub County, these findings could reflect the complex dynamics of gender relations and empowerment. Factors such as cultural norms, access to resources, and educational opportunities likely influence these perceptions. The data suggests a need for targeted interventions and empowerment programs to further enable women to challenge and reshape gender roles within their communities. Understanding these nuances is crucial for designing effective policies and initiatives aimed at promoting gender equality and women's empowerment in Ogolai Sub County.

4.3 Patriarchal systems affect women’s self-esteem and confidence.

In Ogolai Sub County, a patriarchal system exerts a profound influence on women's self-esteem and confidence by limiting their opportunities, reinforcing traditional gender roles, subjecting them to social stigma for challenging norms, denying them agency, and fostering internalized beliefs of inferiority as shown in the table 8 below

Table 8: Cross-Tabulation patriarchal systems affect women’s self-esteem and confidence

Sex	Patriarchal systems affect women’s self-esteem and confidence,				
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Male	8	6	4	3	3
	57.1%	42.8%	28.5%	15%	16.6%
Female	6	8	10	17	15
	42.8%	57.1%	71.4%	85%	83.3%
	14	14	14	20	18
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Primary data, 2024

The table presents a cross-tabulation of responses regarding how patriarchal systems affect women's self-esteem and confidence, broken down by gender. Among males, 57.1% strongly disagree, 42.8% disagree, 28.5% are undecided, 15% agree, and 16.6% strongly agree that patriarchal systems impact women's self-esteem and confidence. In contrast, among females, 42.8% strongly disagree, 57.1% disagree, 71.4% are undecided, 85% agree, and 83.3% strongly agree.

agree, and 83.3% strongly agree with this notion. Overall, the data shows that a significant proportion of females, especially, acknowledge the influence of patriarchal systems on women's self-esteem and confidence, with a majority expressing agreement or strong agreement, highlighting a potential area for addressing gender-based challenges.

The table provides a detailed breakdown of responses from both males and females regarding the impact of patriarchal systems on women's self-esteem and confidence. Among males, a majority (57.1%) strongly disagree or disagree with this notion, while a smaller proportion (15% to 16.6%) agree or strongly agree. In contrast, among females, a substantial majority (71.4% to 83.3%) acknowledge that patriarchal systems do affect women's self-esteem and confidence, with a significant percentage expressing strong agreement. These findings suggest a divergence in perceptions between genders, with females more attuned to the negative impact of patriarchal norms on women's psychological well-being. This underscores the importance of addressing gender inequalities and promoting empowerment initiatives that combat the adverse effects of patriarchal systems on women's confidence and self-worth.

4.3.1 Patriarchy manifests in my daily life

Patriarchy, a social system where men hold primary power and predominate in roles of political leadership, moral authority, and control of property, often manifests in various aspects of daily life. This system can influence family dynamics, workplace interactions, access to education, and community participation, leading to gender-specific experiences and perceptions. Understanding how patriarchy impacts individuals' daily lives, particularly in different contexts, is crucial for addressing gender inequality and promoting equitable socio-economic development.

Table 9: Cross-Tabulation; patriarchy manifests in my daily life.

Sex	Patriarchy manifests in my daily life				
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Male	10	5	2	2	5
	62.5%	38.4%	16.6%	10.5%	25%
Female	6	8	10	17	15
	37.5%	61.5%	83.3%	89.4%	75%
Total	16	13	12	19	20
	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Primary data, 2024

These data illustrate stark gender differences in perceptions of how patriarchy manifests in daily life. Among the male respondents, a majority strongly disagree (62.5%) or disagree (38.4%) that patriarchy affects their daily lives, with smaller percentages being undecided (16.6%), agreeing (10.5%), or strongly agreeing (25%). This indicates a lower recognition or acknowledgment of patriarchal structures among men. Conversely, female respondents show a markedly different pattern, with a significant majority agreeing (89.4%) or strongly agreeing (75%) that patriarchy impacts their daily lives. Fewer women strongly disagree (37.5%) or disagree (61.5%), and a higher percentage are undecided (83.3%). This data highlights that women in Ogolai Sub County are much more likely to perceive and experience the effects of patriarchal norms compared to men. The disparity underscores the gendered nature of societal roles and expectations in the community, pointing to the need for gender-sensitive policies and programs that address these imbalances and promote women's empowerment. Understanding these perceptions is critical for developing effective interventions aimed at reducing gender inequality and supporting women's socio-economic advancement in Ogolai Sub County.

4.3.2 Patriarchy affects women's ability to own property

Patriarchy significantly impedes women's ability to own property, as cultural norms and legal frameworks predominantly favor male ownership and inheritance. Inheritance laws often prioritize male heirs, leaving women with smaller shares or no inheritance at all, which limits their economic independence. Cultural beliefs further entrench the idea that men are the rightful property owners, while women are relegated to dependent roles within households. Even when legal provisions for women's property ownership exist,

enforcement is weak, and women often lack awareness of their rights. Economic disadvantages, such as lower wages and limited access to education and employment, further hinder women's ability to purchase or invest in property. Additionally, women who assert their property rights may face social ostracism, family conflict, or even violence, deterring them from claiming ownership. These factors collectively perpetuate gender inequality and restrict women's economic empowerment and social standing in Ogolai Sub County. The table below shows what the respondents had to say on this particular theme.

Table 10: Cross-Tabulation; patriarchy affects women's ability to own property

Sex	Patriarchy affects women's ability to own property.				
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Male	10	2	2	5	5
	66.6%	28.5%	16.6%	20%	23.8%
Female	5	5	10	20	16
	33.3%	71.4%	83.3%	80%	76.1%
Total	15	7	12	25	21
	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Primary data, 2024

Table 10 presents a cross-tabulation of respondents' views on whether patriarchy affects women's ability to own property, broken down by sex. Among males, 66.6% strongly disagree, 28.5% disagree, 16.6% are undecided, 20% agree, and 23.8% strongly agree. In contrast, among females, only 33.3% strongly disagree, 71.4% disagree, 83.3% are undecided, 80% agree, and 76.1% strongly agree. This indicates a significant gender disparity in perceptions: a majority of men either strongly disagree or are undecided about the impact of patriarchy on women's property ownership, while a larger proportion of women either agree or strongly agree. The total numbers of respondents in each category confirm these trends, suggesting that women are more likely to perceive patriarchy as a barrier to property ownership compared to men. This discrepancy highlights the difference in lived experiences and perceptions of gender inequality between males and females in Ogolai Sub County.

4.3.3 Patriarchal systems influence women's socio-economic empowerment.

The patriarchal system significantly influences women's socio-economic empowerment by perpetuating gender inequalities that limit their opportunities and resources. Patriarchy,

characterized by male dominance in political, economic, and social spheres, creates barriers for women in accessing education, employment, and financial resources. Cultural norms and practices often confine women to traditional roles within the household, reducing their participation in decision-making processes and limiting their economic independence. Legal frameworks and inheritance laws that favor men further exacerbate these disparities, hindering women's ability to own property and accumulate wealth. Consequently, the patriarchal system in Ogolai Sub County undermines women's socio-economic empowerment, restricting their potential for personal and community development.

Table 11: Cross-Tabulation; patriarchal system influences women’s socioeconomic empowerment.

Sex	Patriarchal system influences women’s socioeconomic empowerment.				
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Male	15	5	2	1	1
	75%	55.5%	14.2%	6.25%	4.7%
Female	5	4	12	15	20
	25%	44.4%	85.7%	93.75%	95.2%
Total	20	9	14	16	21
	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Primary data, 2024

The provided data from Ogolai Sub County illustrates the gender disparity in perceptions regarding how the patriarchal system influences women's socioeconomic empowerment. Among males, 75% strongly disagree that patriarchy affects women's socioeconomic status, 55.5% disagree, 14.2% are undecided, 6.25% agree, and only 4.7% strongly agree. In contrast, females show a markedly different pattern: only 25% strongly disagree, 44.4% disagree, but a significant 85.7% are undecided, 93.75% agree, and 95.2% strongly agree. These figures highlight that men are predominantly skeptical or indifferent about the negative impact of patriarchy on women's socioeconomic empowerment, while women overwhelmingly recognize and agree with this impact. This disparity underscores the differing lived experiences and awareness levels between genders in Ogolai Sub County, reflecting how deeply entrenched patriarchal norms hinder women's economic opportunities and decision-making power. Addressing these perceptions is crucial for fostering gender equality and enhancing women's roles in community development and advocacy efforts within the region.

4.3.4 More needs to be done to empower women socioeconomically in a patriarchal society

In Ogolai Sub County, a patriarchal society, more efforts are needed to empower women socioeconomically to overcome deeply ingrained gender inequalities. Patriarchy limits women's access to education, employment opportunities, and financial resources, confining them to traditional roles within the household. To address this, targeted interventions such as legal reforms to ensure equal property rights, educational programs to enhance skills and awareness, and economic initiatives to support women entrepreneurs are essential. Additionally, fostering cultural shifts that challenge gender stereotypes and promoting women's participation in decision-making processes are crucial steps. By implementing these measures, Ogolai Sub County can create a more equitable environment that empowers women and enhances their socio-economic standing.

Table 12: more needs to be done to empower women socioeconomically in a patriarchal society

Sex	More needs to be done to empower women socioeconomically in a patriarchal society					Total
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	
Male	06	06	03	06	03	24
	46.1%	50%	37.5%	23.0%	14.2%	99.9%
Female	07	06	05	20	18	56
	53.8%	50%	62.5%	76.9%	85.7%	99.9%
Total	13	12	08	26	21	80
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Primary data, 2024

Table 12 highlights the perceptions of respondents in Ogolai Sub County on whether more needs to be done to empower women socioeconomically in a patriarchal society. Among males, 46.1% strongly disagree, 50% disagree, 37.5% are undecided, 23% agree, and 14.2% strongly agree. This indicates that a significant portion of men do not see the need for additional measures to empower women, with only a minority acknowledging the necessity. On the other hand, the data for females shows a contrasting view: 53.8% strongly disagree, 50% disagree, 62.5% are undecided, 76.9% agree, and 85.7% strongly agree. This

suggests that a larger proportion of women recognize the need for more efforts to empower them socioeconomically, with a strong majority either agreeing or strongly agreeing.

The total figures confirm these trends, with 13 respondents (16.25%) strongly disagreeing, 12 (15%) disagreeing, 8 (10%) undecided, 26 (32.5%) agreeing, and 21 (26.25%) strongly agreeing. These results underline a significant gender disparity in perceptions: while men are more likely to be skeptical or indifferent, women overwhelmingly feel that further efforts are necessary to achieve socio-economic empowerment in their patriarchal context. This disparity emphasizes the need for targeted interventions and awareness programs to bridge the perception gap and foster a more supportive environment for women's empowerment in Ogolai Sub County.

4.4 Gender stereotypes and women's socio economic empowerment

4.4.1 Encountered any stereotypes

These stereotypes often dictate rigid gender roles, such as the expectation for women to primarily engage in domestic duties and caregiving, while men are seen as the primary breadwinners. Such stereotypes can significantly limit women's opportunities for education, employment, and participation in decision-making processes, reinforcing a cycle of socio-economic disempowerment. Additionally, these stereotypes perpetuate patriarchal norms that undermine women's confidence and ability to challenge inequitable practices, thereby sustaining gender inequality in the community.

Table 13: Encountered any stereotypes

Sex	Encountered any stereotypes					Total
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	
Male	10	06	02	04	02	24
	62.5%	46.1%	40%	13.7%	11.7%	99.9%
Female	06	07	03	25	15	56
	37.5%	53.8%	60%	86.2%	88.2%	99.9%
Total	16	13	05	29	17	80
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Primary data, 2024

The data in Table 13 provides a detailed breakdown of how male and female respondents in Ogolai Sub County perceive and encounter gender stereotypes. Among males, a significant

proportion strongly disagrees (62.5%) or disagrees (46.1%) with encountering stereotypes, indicating a perception that they are less affected by these societal norms. A small percentage of males agree (13.7%) or strongly agree (11.7%) that they encounter stereotypes, showing limited acknowledgment of these biases in their daily lives. In contrast, female respondents predominantly agree (86.2%) or strongly agree (88.2%) that they encounter stereotypes, highlighting a strong recognition and experience of gender biases. The data also shows that very few females strongly disagree (37.5%) or disagree (53.8%) with encountering stereotypes. The undecided category reveals that 40% of males and 60% of females are uncertain about their stance on encountering stereotypes. This disparity between male and female respondents underscores the different experiences and perceptions of gender stereotypes in the community, with women being more acutely aware and affected by these biases.

4.4.2 Programs exist in your community to combat gender stereotypes

In Ogolai Sub County, Uganda, several programs aim to combat gender stereotypes and promote gender equality. The Ministry of Gender, Labor and Social Development, supported by UN Women, focuses on integrating gender perspectives into various policies and programs to empower women and girls and reduce discrimination ([UN Women](#)). UNESCO's Regional Expert Consultations against Gender Stereotypes also contribute by critically analyzing regional norms and proposing strategies to counteract stereotypes ([UNESCO](#)). Additionally, initiatives like the EU4GE campaign engage young people through education and social media to challenge traditional gender roles and encourage broader thinking about gender capabilities ([UN Women](#)).

Table 14: Programs exist in my community to combat gender stereotypes

Sex	Programs exist in my community to combat gender stereotypes.					Total
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	
Male	5	5	02	06	06	24
	25%	20%	28.5%	46.1%	40%	99.9%
Female	15	20	05	07	09	56
	75%	80%	71.4%	53.8%	60%	99.9%
Total	20	25	07	13	15	80
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Primary data, 2024

The data in Table 14 highlights the perceptions of male and female respondents in Ogolai Sub County regarding the existence of programs to combat gender stereotypes in their community. Among males, opinions are varied, with 25% strongly disagreeing and 20% disagreeing that such programs exist, while 46.1% agree and 40% strongly agree, indicating a notable awareness and recognition of these programs. Conversely, a substantial majority of females, 75% strongly disagree and 80% disagree, suggesting a prevalent belief that these programs are insufficient or non-existent. Only 53.8% agree and 60% strongly agree that such initiatives are in place. The undecided respondents account for 28.5% of males and 71.4% of females, reflecting uncertainty or lack of awareness about these programs. Overall, the data reveals a significant gender disparity in the perception of gender stereotype programs' presence and effectiveness in Ogolai Sub County.

4.4.3. There societies where gender stereotypes do not hinder women's socioeconomic empowerment

In Ogolai Sub County, perceptions about whether gender stereotypes hinder women's socioeconomic empowerment vary. Some respondents agree that there are societies within the community where such stereotypes do not pose significant barriers to women's progress, reflecting an awareness of progressive attitudes and supportive environments that foster women's empowerment. However, there is also a substantial disagreement, indicating that many still experience or perceive gender stereotypes as major obstacles to women's socioeconomic advancement. This disparity in views suggests that while strides have been made in certain areas, significant challenges remain in fully overcoming gender stereotypes across the community. The differing opinions highlight the need for continued efforts to address and dismantle these stereotypes to achieve broader and more inclusive socioeconomic empowerment for women in Ogolai Sub County.

Table 15: There societies where gender stereotypes do not hinder women's socioeconomic empowerment.

Sex	There societies where gender stereotypes do not hinder socioeconomic empowerment					Total
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	
Male	2	2	06	08	06	24
	11.7%	9.0%	54.5%	61.5%	40%	99.9%
Female	15	20	05	07	09	56
	88.2%	90.9%	45.4%	53.8%	60%	99.9%
Total	17	22	11	13	15	80
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Primary data, 2024

The data in Table 15 reflects the perceptions of male and female respondents in Ogolai Sub County regarding the presence of societies where gender stereotypes do not hinder women's socioeconomic empowerment. Among males, a significant portion agrees (61.5%) or strongly agrees (40%) that such societies exist, suggesting a more optimistic view of gender dynamics and opportunities for women. However, some males strongly disagree (11.7%) or disagree (9%), while a substantial 54.5% are undecided, indicating mixed perceptions and some uncertainty. In contrast, the majority of female respondents strongly disagree (88.2%) or disagree (90.9%), highlighting a prevalent belief that gender stereotypes continue to be a barrier to women's empowerment. Only 53.8% agree and 60% strongly agree, and 45.4% are undecided. This disparity between male and female perceptions underscores the ongoing challenges women face due to gender stereotypes, despite some progress in certain areas of the community. Overall, the data indicates a significant gender gap in views on whether gender stereotypes impede women's socioeconomic advancement in Ogolai Sub County.

4.4. 4 Gender stereotypes affect women's ability to pursue socio-economic empowerment

Gender stereotypes significantly hinder women's ability to pursue socioeconomic empowerment by reinforcing traditional roles that limit their opportunities and choices. These stereotypes often dictate that women should prioritize domestic responsibilities over professional aspirations, leading to lower participation in education, employment, and leadership roles. The societal expectations and biases that women face can result in

restricted access to resources, unequal pay, and limited career advancement. Additionally, the internalization of these stereotypes can diminish women's confidence and ambition, further perpetuating gender inequality. Addressing these deeply ingrained stereotypes is crucial for creating an environment where women can fully engage in and contribute to socioeconomic development ([UN Women](#)) ([UNESCO](#)) ([UN Women](#)).

Table 16: Gender stereotypes affect women's ability to pursue socioeconomic empowerment.

Sex	Gender stereotypes affect women's ability to pursue socioeconomic empowerment					Total
	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	
Male	08	08	03	02	03	24
	28.5%	34.7%	37.5%	22.2%	25%	99.9%
Female	20	15	05	07	09	56
	71.4%	65.2%	62.5%	77.7%	75%	99.9%
Total	28	23	08	09	12	80
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Primary data, 2024

The data in Table 16 illustrates the perceptions of respondents in Ogolai Sub County regarding the impact of gender stereotypes on women's ability to pursue socioeconomic empowerment. Among males, a significant proportion strongly disagrees (28.5%) and disagrees (34.7%) that stereotypes affect women's empowerment, indicating a belief that these stereotypes are not major barriers. However, 22.2% agree and 25% strongly agree that stereotypes do impact women, showing that a portion of men recognize these challenges. The undecided males constitute 37.5%, reflecting uncertainty or ambivalence. On the other hand, a substantial majority of female respondents strongly agree (75%) and agree (77.7%) that gender stereotypes hinder their socioeconomic empowerment, highlighting the pervasive recognition of these barriers among women. A smaller proportion of females strongly disagree (71.4%) and disagree (65.2%), while 62.5% are undecided, indicating that some women do not perceive these stereotypes as significant obstacles. Overall, the data reveals a marked gender disparity in the perceptions of the impact of gender stereotypes, with women overwhelmingly acknowledging their hindrance to socioeconomic advancement, while men are more divided in their views. This

underscores the ongoing challenges that women face in overcoming societal biases and achieving equal opportunities in Ogotai Sub County.

INTERVIEWS

Parish chiefs

The Parish Chiefs acknowledged that traditional gender roles significantly impact women's socioeconomic opportunities, often limiting their access to education and formal employment. They recognized the influential role of community leaders and elders in reinforcing these gender Parish Chief:

The Parish Chiefs acknowledged that traditional gender roles significantly impact women's roles through cultural and social norms. They believed that men's roles and attitudes must change to support women's empowerment, including sharing household responsibilities. The chiefs noted that gender roles affect women's access to resources like land, and women challenging these roles face social stigma. They acknowledged the negative impact of patriarchal systems on women's self-esteem and confidence, noting that patriarchy manifests in daily life through various social and decision-making processes. They emphasized the need for gender-sensitive policies and increased awareness to empower women socioeconomically in a patriarchal society.

Local Councilors

The Local Councilors highlighted the impact of traditional gender roles on women's socioeconomic opportunities, especially in limiting their time and energy for economic activities due to domestic responsibilities. They acknowledged the significant influence of community leaders and elders in perpetuating these roles and expectations. The councilors stressed the importance of changing men's roles and attitudes to support women's empowerment and addresses the barriers women face in accessing resources like land. They also noted the social resistance faced by women challenging traditional gender roles and recognizes the damaging effects of patriarchal systems on women's self-esteem and confidence. The councilors advocated for stronger legal protections, education initiatives, and programs to combat gender stereotypes and empower women in a patriarchal society.

Community Development Officer:

The Community Development Officer highlighted the systemic barriers created by traditional gender roles that limit women's socioeconomic opportunities, including access to education and resources. He acknowledged the influential role of community leaders and elders in upholding these roles and emphasized the need for men's roles and attitudes to change to support women's empowerment. The officer discussed the challenges women face in owning property and starting businesses due to patriarchal norms and societal barriers. He stressed the importance of comprehensive legal reforms, education initiatives, and community programs to challenge gender stereotypes and promote gender equality. The officer envisioned a society where women and men have equal access to resources, opportunities, and decision-making roles, leading to a more equitable and prosperous community.

CHAPTER FIVE:

DISCUSSION, CONCLUSIONS, AND RECOMMENDATIONS

5.0 Introduction

This chapter discusses the findings of the study, draws conclusions, and provides recommendations based on the analysis and interpretation presented in Chapter Four.

The study focused on the effect of gender inequality on women's socio-economic empowerment in Ogolai Sub County, Amuria district, addressing three key objectives: the impact of gender roles, the influence of a patriarchal society, and the effect of gender stereotypes on women's socio-economic empowerment.

5.1 Discussion of Findings

5.1.1 Gender Roles and Women's Socio-Economic Empowerment

The study found that traditional gender roles significantly impact women's socio-economic empowerment in Ogolai Sub County. Women are often relegated to domestic responsibilities, limiting their opportunities to engage in income-generating activities. This division of labor not only restricts women's financial independence but also hinders their ability to contribute to and benefit from the economic development of their community.

Key Finding 1: Women in Ogolai Sub County spend a significant amount of time on unpaid domestic work, which limits their ability to participate in economic activities. For instance, women are primarily responsible for childcare, cooking, and fetching water, tasks that consume a large portion of their day.

Key Finding 2: Societal expectations and norms dictate specific roles for women, preventing them from pursuing education and employment opportunities. Many women are expected to prioritize household duties over personal development, leading to lower educational attainment and limited job prospects.

The implications of these findings are profound. Limited participation in economic activities means women have reduced income and financial security, which perpetuates a cycle of poverty and dependence. Furthermore, the undervaluing of women's domestic work contributes to their marginalization and limits their bargaining power within households and communities.

5.1.2 Influence of Patriarchal Society on Women's Socio-Economic Empowerment

Patriarchy continues to play a dominant role in shaping the socio-economic landscape of Ogolai Sub County. The study revealed that men predominantly control household resources and decision-making processes, marginalizing women's voices and limiting their access to resources needed for economic empowerment.

Key Finding 3: Patriarchal structures in Ogolai Sub County result in unequal power dynamics, where men make most of the financial and household decisions. For example, men control family finances and decide on major expenditures, often without consulting their wives.

Key Finding 4: Women's participation in community leadership and decision-making roles is minimal due to entrenched patriarchal norms. Women are often excluded from village councils and leadership positions, limiting their influence on community development initiatives.

This patriarchal dominance restricts women's access to resources such as land, credit, and education, which are critical for economic empowerment. The lack of decision-making power also affects women's ability to advocate for their needs and rights, further entrenching their socio-economic disadvantage.

5.1.3 Impact of Gender Stereotypes on Women's Socio-Economic Empowerment

Gender stereotypes further exacerbate the challenges faced by women in Ogolai Sub County. Stereotypical beliefs about women's capabilities and roles reinforce discriminatory practices and attitudes, making it difficult for women to break free from the cycle of dependency and marginalization.

Key Finding 5: Stereotypes about women's intellectual and physical capabilities limit their opportunities for education and employment. For instance, girls are often discouraged from pursuing higher education or careers in fields deemed unsuitable for women, such as science and technology.

Key Finding 6: Gender stereotypes perpetuate a cycle of discrimination and exclusion, preventing women from achieving socio-economic empowerment. These stereotypes influence hiring practices, with employers preferring male candidates for better-paying jobs, and perpetuate the belief that women are less competent leaders and workers.

The reinforcement of these stereotypes contributes to a lack of confidence and self-esteem among women, further hindering their socio-economic advancement. Moreover, the internalization of these stereotypes by both men and women sustains discriminatory practices and policies that disadvantage women.

5.2 Conclusions

Based on the findings, the study concludes that gender roles, patriarchal structures, and gender stereotypes are significant barriers to women's socio-economic empowerment in Ogolai Sub County. These factors collectively contribute to the perpetuation of gender inequality, limiting women's potential and their contributions to community development.

Conclusion 1:

Addressing traditional gender roles is crucial for improving women's socio-economic status. Initiatives that promote the redistribution of domestic responsibilities and support women's participation in economic activities are essential.

Conclusion 2:

Challenging patriarchal norms and structures is essential for promoting gender equality and empowering women. Efforts to increase women's representation in decision-making processes and ensure their access to resources are necessary.

Conclusion 3:

Combating gender stereotypes is necessary to create an inclusive environment where women can thrive economically and socially. Education and awareness campaigns that challenge discriminatory beliefs and practices are important.

5.3 Recommendations

To address the identified barriers to women's socio-economic empowerment, the following recommendations are proposed:

5.3.1 Policy Interventions

Recommendation 1: Develop and implement policies that promote gender equality and protect women's rights, ensuring equal access to education, employment, and resources.

These policies should include affirmative action measures to increase women's participation in leadership roles and decision-making processes.

Recommendation 2: Strengthen legal frameworks to address gender-based discrimination and violence, providing women with the necessary support and protection. This includes enforcing laws against domestic violence and ensuring that perpetrators are held accountable.

5.3.2 Community Education and Awareness

Recommendation 3: Conduct community education and awareness programs to challenge traditional gender roles and patriarchal norms, promoting the value of women's contributions to socio-economic development. These programs should target both men and women and involve local leaders and influencers.

Recommendation 4: Engage men and boys in gender equality initiatives to foster a supportive environment for women's empowerment. This includes promoting positive masculinity and encouraging men to share domestic responsibilities.

5.3.3 Economic Empowerment Programs

Recommendation 5: Implement economic empowerment programs that provide women with skills training, access to credit, and entrepreneurial opportunities. These programs should be designed to meet the specific needs and circumstances of women in Ogolai Sub County.

Recommendation 6: Support women's cooperatives and self-help groups to enhance their economic independence and bargaining power within the community. These groups can provide a platform for women to share resources, knowledge, and support.

5.4 Areas for Further Research Future research

This explores the long-term impact of gender equality initiatives on women's socio-economic empowerment in Ogolai Sub County. Additionally, studies could investigate the role of education and technology in mitigating the effects of gender inequality. Research on the effectiveness of specific interventions, such as community-based programs and policy changes, would provide valuable insights for scaling successful initiatives.

CHAPTER SIX:

SUMMARY, IMPLICATIONS, AND FUTURE DIRECTIONS

6.0 Introduction

This chapter provides a summary of the study, discusses the implications of the findings, and outlines future directions for research and policy. It reflects on the key findings related to the impact of gender inequality on women's socio-economic empowerment in Ogolai Sub County, Amuria district, and offers strategic insights for stakeholders aiming to promote gender equality and empower women.

6.1 Summary of Findings

The study investigated the extent to which gender roles, patriarchal society, and gender stereotypes affect women's socio-economic empowerment in Ogolai Sub County. Using both qualitative and quantitative research methods, data were collected from 80 participants, including local leaders, men, and women. The key findings are summarized as follows:

Gender Roles: Patriarchal Society: Patriarchal structures result in unequal power dynamics, marginalizing women and limiting their access to resources and decision-making opportunities.

Gender Stereotypes: Stereotypes about women's capabilities reinforce discriminatory practices and hinder women's education, employment, and leadership opportunities.

These findings underscore the complex interplay between societal norms, cultural practices, and structural barriers that perpetuate gender inequality and hinder women's socio-economic advancement.

6.2 Implications of the Study

The implications of the study are multifaceted, affecting policy, community practices, and individual behaviors. The following sections outline the key implications:

6.2.1 Policy Implications

Need for Gender-Responsive Policies: The study highlights the necessity for policies that explicitly address gender inequalities and promote women's rights. This includes policies that ensure equal access to education, employment, and resources.

Legal Frameworks: Strengthening legal protections against gender-based discrimination and violence is crucial. Effective enforcement of these laws is necessary to protect women's rights and promote their socio-economic empowerment.

6.2.2 Community and Social Implications

Community Education: There is a pressing need for community education programs that challenge traditional gender roles and patriarchal norms. Such programs should aim to shift societal attitudes and promote gender equality.

Men's Engagement: Engaging men and boys in gender equality initiatives is essential for creating a supportive environment for women's empowerment. Promoting positive masculinity and encouraging shared domestic responsibilities can help break down gender stereotypes.

6.2.3 Economic Implications

Economic Empowerment Programs: Implementing programs that provide women with skills training, access to credit, and entrepreneurial opportunities can significantly enhance their economic independence. Supporting women's cooperatives and self-help groups can also strengthen their economic standing and community influence.

Resource Allocation: Ensuring equitable access to resources such as land, credit, and education is critical for women's socio-economic empowerment. Policies and programs should be designed to address the specific needs and barriers faced by women in Ogotai Sub County.

6.3 Recommendations for Future Research

While this study provides valuable insights into the factors affecting women's socio-economic empowerment, further research is needed to build on these findings. Future research should consider the following areas:

Longitudinal Studies: Conducting longitudinal studies to assess the long-term impact of gender equality initiatives on women's socio-economic empowerment would provide deeper insights into the effectiveness of various interventions.

Education and Technology: Investigating the role of education and technology in mitigating gender inequality can uncover new avenues for empowering women. Research on digital literacy and access to technology could be particularly valuable.

Effectiveness of Interventions: Evaluating the effectiveness of specific interventions, such as community-based programs and policy changes, can help identify best practices and inform the scaling of successful initiatives.

6.4 Conclusion

The study highlights the significant barriers to women's socio-economic empowerment in Ogolai Sub County, rooted in traditional gender roles, patriarchal structures, and gender stereotypes. Addressing these barriers requires a comprehensive approach that includes policy interventions, community engagement, and economic empowerment programs. By challenging and transforming these societal norms and structures, it is possible to create a more equitable society where women can achieve their full socio-economic potential. The findings of this study call for concerted efforts from policymakers, community leaders, and development practitioners to empower women and promote gender equality in Ogolai Sub County and beyond.

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APPENDICES

Appendix I: Consent Letter

Dear Respondents,

Ref. Request to participate in the interviews

I am IJORENG FELISTUSS 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's socio-economic empowerment in Ogolai sub county, Amuria 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: Questionnaire for community members

Dear participant,

My name is FELISTUSS IJORENG, REG NO S21/MUC/BSW/010, a student of Uganda Christian University pursuing a bachelor's degree in social works and social administration and I would like to collect information on the topic "The Effect of Gender Inequality on Women's Socio-Economic Empowerment in Ogolai Sub-County, Amuria District"

All responses to the questions were kept confidential and your participation was highly appreciated.

SECTION (A) BACKGROUND

Tick or write in the space provided the alternative of your choice.

1. Gender Male () Female ()
2. Education level a. Primary () b. secondary () c. Post-Secondary ()
3. Marital status a) Married b) unmarried
4. Age a) 20-24, b) 25-29 c) 30-34 d) 35-39 e) 40-44 f) 45-49

Answer the appropriate column on what you feel about gender inequality and women's socioeconomic empowerment.

Key: SD=strongly disagree, D=Disagree, U=undecided, A=Agree, SA=strongly Agree

No	Gender roles and women's socioeconomic empowerment	SD	D	U	A	SA
1	Gender roles affect women's socio-economic opportunities					
2	Community leaders and elders influence gender roles and expectations.					
3	Men's roles and attitudes need to change to support women's socioeconomic empowerment.					
4	Gender roles influence women's access to resources like land					
5	Women are able to challenge traditional gender roles in communities.					
	Patriarchal society and women's socioeconomic empowerment					
6	Patriarchal systems affect women's self-esteem and confidence.					
7	Patriarchy manifests in my daily life.					
8	A patriarchal system influences women's socioeconomic empowerment.					
9	Patriarchy affects women's ability to own property.					
10	needs to be done to empower women socio- economically under a patriarchal society.					
	Gender stereotypes and women's socioeconomic empowerment					
11	Encountered any stereotypes daily					
12	Gender stereotypes affect women's roles and opportunities in society.					
13	Programs exist in your community to combat gender stereotypes.					
14	There societies where gender stereotypes do not hinder women's					

	socioeconomic empowerment.					
15	Gender stereotypes affect women's ability to pursue socioeconomic empowerment.					

B. INTERVIEW GUIDE FOR COMMUNITY MEMBERS AND KEY INFORMANTS

1. Do gender roles affect women's socioeconomic opportunities?
2. Do community leaders and elders influence gender roles and expectations?
3. Do you think men's roles and attitudes need to change to support women's socio-economic empowerment?
4. Do gender roles influence women's access to resources like land?
5. How does the community view women who challenge traditional gender roles?
6. How does patriarchal system affect women's self-esteem and confidence?
7. Do you think patriarchy manifests in your daily life?
8. How does a patriarchal system influence women's socioeconomic empowerment?
9. How does patriarchy affect women's ability to own property and start up a business?
10. What more needs to be done to empower women socio-economically in a patriarchal society?
11. Have you encountered gender stereotypes in your community?
12. Do you think these gender stereotypes affect women's roles and opportunities in society?
13. Do programs exist in your community to combat gender stereotypes?
14. How do you envision a society where gender stereotypes do not hinder women's socio-economic empowerment?
15. How do gender stereotypes affect women's ability to pursue socioeconomic empowerment?

DOCUMENT REVIEW CHECKLIST ON THE EFFECT OF GENDER INEQUALITY ON WOMEN'S SOCIO-ECONOMIC EMPOWERMENT

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

Appendix IV: 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	1week
05	Submission of the report	1 week
	Total Duration	2 (Two Months)

Appendix V: 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 raem	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
	TOTAL			266,000